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LOCAL GOVERNMENT SERVICE

THE OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 1 Vol. XVIII JANUARY, 1938 Price 3d.

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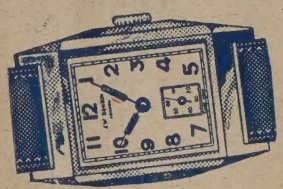

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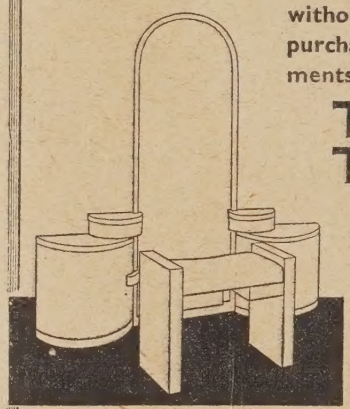

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LOCAL GOVERNMENT SERVICE

No. 1 JANUARY, 1938 Vol. XVIII

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A NEW YEAR GREETING FROM THE PRESIDENT

N.A.L.G.O.'s Achievements in 1937

Tasks and Problems that lie Ahead

I WANT to convey to all my colleagues in the local government service my personal good wishes for their happiness and health during the coming year.

At this time it is appropriate that we should pause for a moment in our work to survey the progress of the past twelve months, and to examine the tasks which lie ahead. For N.A.L.G.O. 1937 has been a year of outstanding success and development.

The crowning achievement, as you all know, has been the passing of the Local Government Superannuation Acts, for which N.A.L.G.O. has worked without remission since it was founded 32 years ago. This victory was celebrated by a dinner in London on December 18, at which Sir Kingsley Wood, the Minister of Health, paid a warm tribute to the growing value of the work of local government officers in the modern State.

In addition to its work in securing superannuation, the Law and Parliamentary Committee has been active in considering other parliamentary bills, especially with the object of securing adequate compensation for loss of office.

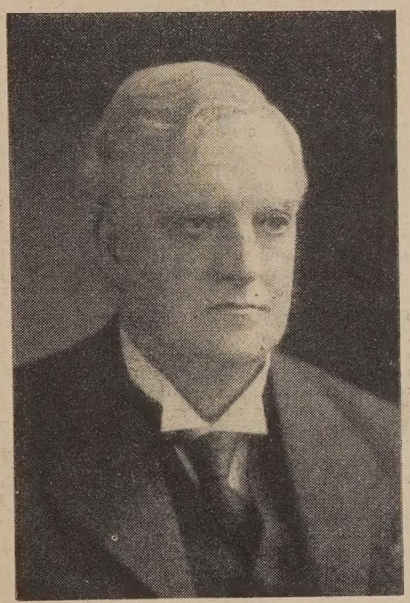
We have also had under consideration the Government's proposals on the question of electricity distribution.

SERVICE CONDITIONS

The Minister of Health was recently reminded of the inequalities and difficulties arising out of the operation of various sections of the Local Government Act, 1933, relating to the interest of officers and councillors in contracts. He indicated that the representations made by us would be borne in mind in the event of amending legislation.

The great developments in the formation of Provincial Whitley Councils are part of the realisation of the ideals expressed at Conference last year.

We have seen also the establishment, by the Minister of Health, of the Central Advisory Committee arising from the "Hadow" Report.



PRESIDENT

Wm. W. Armitage

Within the last few days we have seen the promulgation of N.A.L.G.O's Charter for nurses, a document which has attracted wide attention in the Press.

A National Joint Advisory Council for the local government service has been established. The Association has been invited to co-operate with the Trades Union Congress, both in the work of this body and in protecting the interests of the staff and workmen engaged in Air Raid Precautions schemes.

We have undertaken to co-operate with the Civil Servants, the National Union of Teachers and the L.C.C. Staff Association in an endeavour to compile an accurate Cost of Living Index figure for those outside the unemployment insurance limits. It is expected that the data provided by this inquiry, unobtainable from any other source, will be of great social service and may be related to the Association's national campaign on salaries, which seems likely to be one of our major tasks in the coming year.

EDUCATIONAL WORK

In the educational field, 1937 has seen development of the Association's educational work through the medium of Area Education Committees. These committees are now performing duties of great practical value, and it is hoped, during the coming year to extend their activities.

An innovation was the experiment of holding a summer school abroad. This, held in Paris, was a great success.

More officers are availing themselves of the facilities offered under the Loans Scheme.

The National Executive Council is now considering the preparation of a model scheme of post-entry training, and it is hoped to issue this in the New Year.

A Public Relations Officer has been appointed with the object of expanding N.A.L.G.O.'s work in influencing public opinion to the realisation that the local government officer is a professional man, highly skilled and specialised, and deserving of recognition commensurate with his ability.

The domestic aspect of N.A.L.G.O.'s year is no less gratifying than its national achievements.

In October the Association's membership passed the 100,000 mark. Now it is considerably more. The number of branches is steadily increasing, and now totals 636.

Five thousand five hundred members are now buying their houses through the

(Continued on next page.)

NEW YEAR GREETING FROM THE PRESIDENT

Tasks for the Future

(Continued from previous page)

Building Society, the assets of which continue to increase at the rate of three quarters of a million pounds a year. Five thousand members have joined the new Hospital and Nursing Home Scheme. The Approved Society and the Provident Society are quietly and efficiently performing their services to members.

Logomia has made steady and constant progress in all sections. During the year a new Family Income Assurance scheme was designed to overcome the difficulty of making adequate provision for widows and dependents of local government officers who die whilst still in the service. The value of this scheme will be appreciated by the family man who desires to protect his wife and children in every possible way.

The Motor Hire Purchase scheme, as yet in its infancy, continues to receive careful attention, and efforts will be made to develop the facilities offered.

POPULAR HOLIDAYS

Nalgo holidays have again enjoyed great popularity. In July, 1937, I had the pleasure of travelling with a party of 64 members and their friends to various Canadian cities and to New York to gain insight into municipal administration in the New World. A similar tour to American cities is under consideration, for 1938. Seven hundred joined the Nalgo parties to Switzerland during the summer, and it is confidently expected that the number will be 2,000 next year. If possible, arrangements will be made to extend the foreign holidays to include Paris and the French Riviera.

The Holiday Centres have again been well filled. Croyde Bay, entirely reconstructed, is now probably the most modern Holiday Centre in England.

In this record of progress there is but one feature that does not call for jubilation. The Benevolent and Orphan Fund showed a deficit last year. As a result the honorary treasurer has made an appeal to the generosity of members—an appeal which I warmly endorse.

I am confident, however, that this deficiency will not be repeated. We look forward to a record contribution at the 1938 Conference. Such a result would greatly gladden my heart.

THE FUTURE DEPENDS ON US

The New Year is a traditional time for new resolutions, and, as President, I think I may claim the prerogative of making several suggestions to you.

We must resolve to co-operate still more closely in our efforts to make the British local government service the finest possible for the task of public administration. We must resolve to equip ourselves in learning and with ability. We must resolve to develop a vision of the whole local government programme, in addition to an understanding of our own particular department. We must bring sympathy and understanding to our daily tasks and courage and strength of purpose to our conduct.

Only by the improvement of our individual selves can we enhance the prestige of the service as a whole. Only by the continued enhancement of our ideals can we develop that attitude to duty which, in its sincerity, will bless the whole nation.

HIGHER EDUCATION FOR THE MAN IN A JOB

Qualifying for an External Degree

By F. Signey, B.Sc., Newcastle-on-Tyne

In the December issue of " Local Government Service " Mr. Signey dealt with the Diploma in Public Administration and its value to the ambitious local government officer. Below he tells how to qualify for an external degree of London University.

HOW many local government officers realise that it is possible to obtain a London University degree without attending college lectures, and, in certain faculties, without even visiting the University ?

To-day, people in all walks of life, from peers to postmen, are taking advantage of this facility, which enables them to graduate by means of spare time study. In my last article, I stressed the importance of a University qualification in the equipment of a local government officer, and its value in raising the status of the service as a whole.

Preparing and qualifying for an external degree by part-time study is no light undertaking, and calls for much zeal and application. The student must be ready to devote most of his spare time for at least four years to this task. The examinations are searching, and the standard of marking is high. London University is the largest and perhaps the most important examining body in the world and its awards are appreciated everywhere as " hallmarks " of ability and industry.

Choice of a Faculty

In his choice of the faculty of a degree the student should be guided by his particular aptitude, and the position which he holds, or aims to hold, in the local government service. In many faculties the subjects will usually have little or no direct application to his daily work. But a degree course will train his mind, broaden his outlook on life, quicken his intellect, and make him more adaptable.

Officers in the education office, the town clerk's office, and other departments where vocational qualifications do not exist, or are unattainable, might consider a degree in Arts or Pure Science. The Arts degree will appeal to those who prefer such subjects as English, Latin, history and modern languages.

The Pure Science degree will be most useful to those with a bent for mathematics, physics, geography and kindred subjects. The degree in Commerce can be very useful to a local government officer, since a course can be selected from subjects like economics, banking, finance, administration, statistics, accounting, organisation, cost accounting and administrative law.

Matriculation Essential

The B.Sc. (Economics) fulfills the need of a student with a flair and a liking for this comparatively new and important science. The faculty in Laws is naturally of chief interest to those engaged in the legal branches of the service. Graduates in Laws of London University, serving articles of clerkship, are admissible as solicitors after three, instead of five, years service.

The regulations in each faculty are obtainable post free from the External Registrar, University of London, W.C.1.

The minimum preliminary qualification for a student proposing to read for a degree, is matriculation. Normally a candidate is required to pass the London University matriculation examination, but he may claim exemption if he has matriculated in one of the other British universities in stipulated subjects.

A shortened form of the matriculation examination—the special university entrance examination—is open to students over 23. This is designed to meet the needs of those who have been separated from the normal school subjects for some years. The necessary regulations are obtainable from the Secretary to the Matriculation and School Certificate Examinations Council, University of London, W.C.1.

Degree Examinations Scheme

The regulations for the external degree examinations fill a volume of almost 2,500 pages, and it is impossible here to consider, even in outline, the scheme of each of the more popular faculties.

The examination is divided into two parts—intermediate and final. At the intermediate stage, a candidate is required to study not less than four subjects, and pass and fail is the only classification of results. Normally a student must pass in all subjects at the same time. But where he just fails in *one* subject he is usually " referred.". This means that he may take this subject alone at a later examination and if he then reaches the required standard he passes the intermediate stage.

For the final examination the student is usually required to study fewer subjects, but in each the syllabus is wider and the standard of marking is higher. Results are classified as 1st class honours, 2nd class honours, pass or 3rd class honours, and fail. In the faculties of Arts and Pure Science it is possible to qualify by means of the honours or special examination, which requires the student to devote most of his time to a selected subject.

Methods of Study

There are two methods of approach to the external degree—attendance at tutorial classes, where the teaching is based on the syllabus of the examination, or home study, with or without the assistance of a correspondence course.

For the normal type of student the tutorial approach is the better, since the knowledge is presented in a more palatable form and there is a tendency for the work to be less monotonous. Most of the technical colleges, colleges of commerce and advanced evening school institutes administered by the large local education authorities have classes for the matriculation examination. Many also provide instruction in certain subjects to the intermediate and the final standard.

The University Colleges of Cardiff, Nottingham, Hull and Southampton, offer excellent facilities to candidates for external degrees of London University. Certain of the classes promoted by the Workers' Educational Association, and the extension lectures of many of the provincial universities are useful.

Candidates who, for various reasons, are unable to attend college and other lectures must study in their homes and usually need the coaching and guidance of a correspondence course. Such a course must be reliable and, in making his decision, the student should consider the reputation and the successes of each of various correspondence institutes as well as the fees charged.

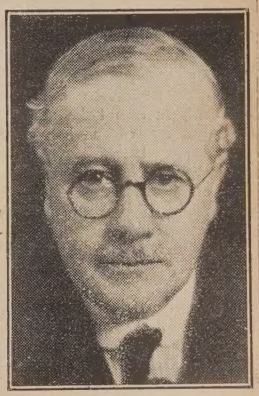
SERVICE IN LOCAL GOVERNMENT

Minister of Health and Civic Leaders Join in New Year Tribute

"Local Government Service" prints below messages of greeting to its members which it has received from the Minister of Health and from Lord Mayors of England and Wales and Lord Provosts of Scotland.

These messages, all expressing warm appreciation of what Sir Kingsley Wood describes as "the devoted labour of thousands of men and women up and down the country," will, we hope, do much to strengthen that happy co-operation now established between local government officers and the authorities they serve.

Sir Kingsley Wood's Greeting



I AM very glad of this opportunity of sending my wishes for the New Year to local government officers.

THIS great local government machine of ours runs so smoothly that those who benefit, as who does not, from the manifold services it provides may sometimes seem to take its efficient working almost for granted. But the local government machine is not an automatic one, and it would come to a standstill at once if it ceased to be sustained and operated by the devoted labours of thousands of men and women up and down the country.

THIS year for the first time local government officers have a sure prospect that their superannuation position will be safeguarded throughout their service in local government.

LOCAL government does not stand still and I am confident that those engaged in it will continue to uphold in the years to come that high tradition of service and integrity which has so distinguished it in the years that are past.

Kingsley Wood

"GREAT HUMAN SERVICE"

From Alderman E. G. ROWLINSON, J.P., Lord Mayor of Sheffield

FOR many years I have gathered a steadily increasing number of friends who are concerned with the great responsibilities of local government. My appreciation of the ability with which the great majority tackle the ever increasing and varying responsibilities thrown upon them by state legislation and the forward policies of so many authorities is unbounded.

Britain's pride in its local government is warranted, but can only be maintained by the officers of the future realising that increasing requirements will need, in many cases, additional mental equipment and training. The young men and women who enter the service will realise that only by earnest application *in their early years* to the science of local government can they hope to attain the responsibilities and natural pride in filling senior positions.

I believe that it is very true to-day in local government service that the "Field-Marshal's baton" may be in the knapsack of the "private" entering upon this great work. The authorities are more and more interested in their staffs. The laymen with the great responsibilities of policy upon them, look out for, and must rely upon perfectly equipped officers.

Hence the opportunity for the reliable man. N.A.L.G.O. and most authorities give every encouragement to those who enter the service to develop their ability to the utmost in this great human service for their fellow-men.

"GET INSIDE N.A.L.G.O."

From Councillor WILLIAM HOOLEY, Lord Mayor of Nottingham

TO all local government officers throughout the length and breadth of the country from the highest to the lowest grade in the service, one who knows your work and value sends New Year's greetings and all good wishes.

Are there any who are still outside their own Association, N.A.L.G.O.? If so, my New Year's message to them is, "Get inside, and achieve 100 per cent organisation."

W. Hooley

"ENVIED BY THE WORLD"

From Alderman O. CUTHBERT PURNELL, J.P., Lord Mayor of Cardiff

TO all local government officers I extend hearty good wishes for 1938.

The work of the local government officers throughout this country is indeed to be admired, and is undoubtedly envied by many countries throughout the world. With no regard for time or self these men and women give the best of their lives in the interpretation of local government law —for the well being of the country in general—and are to be encouraged in every possible way in their great mission.

I therefore trust that 1938 may prove an outstanding year in health, happiness, and prosperity for all concerned in this important national work.

O. C. Purnell

"ABILITY AND ENTHUSIASM"

From ROBERT NIMMO, Esq., Lord Provost of Perth

I AM very pleased to have the opportunity of conveying to all local government officers my best good wishes for 1938. The business of local government is a very complex affair and it is in great part due to the ability and enthusiasm of the officers that this great work is carried on with such efficiency.

I am particularly pleased that 1937 has seen the setting up in Scotland of a Joint Industrial Council to deal with the affairs of the administrative and other staffs of local authorities, and I am certain that if the work of the council is carried on with goodwill on both sides it will redound to the efficiency of the service and the conditions of employment of the officials engaged therein. May good health and happiness be your good fortune in the coming year!

Robert Nimmo

VALUE OF N.A.L.G.O.'s WORK

From HENRY HUDSON, Esq., Lord Mayor of Bradford

I AM delighted to have the privilege to wish your readers a happy and prosperous New Year.

I think every employee in every profession and trade should, where possible, become a member of the Association which will safeguard his or her interests.

Having been acquainted with the work of N.A.L.G.O. for a great many years I am sure that this organisation has done a great deal to bring about a better understanding between local government officers and local authorities. N.A.L.G.O. has greatly improved the standard of officers now in the service, and has thereby benefited local government throughout the country.

I suppose the Association's greatest

(Continued on next page)

GREETINGS TO N.A.L.G.O. MEMBERS

Local Authorities' debt to their Permanent Officials

(Continued from previous page)

triumph in recent years is the passing into law of the Local Government Superannuation Act, 1937, which will, of course, be of enormous value to the service.

I have been very interested to read, from time to time, of the activities of the numerous branches of N.A.L.G.O. Not all members can take up official offices in the running of a local branch of the Association, but every member can play some part in the work of the branch. My experience tells me that large numbers seem quite content to leave this work to others. I hope, therefore, that throughout the new year all local government officers will see that their colleagues are members of N.A.L.G.O. and thus get a step nearer that great goal of one hundred per cent. membership.

Harry Hudson

"HAPPY CO-OPERATION"

From JOHN PHIN, Esq., Lord Provost of Dundee

LOCAL GOVERNMENT SERVICE, the official journal of your association, must undoubtedly be looked upon as the medium whereby local government officers are kept in touch with all branches of local administration. It must be regarded as the medium which cements that happy co-operation between local authorities and their officers, and the information contained therein is extremely valuable.

I have perused its pages with much interest and feel that it grows in value as time goes on.

It would be fitting, therefore, that at this time I should take this opportunity of expressing my personal appreciation of the work of local government officers during the past year and trust that 1938 will find them even more enthusiastic in their spirit of "Pro bono publico."

John Phin

"EAGER AND WILLING"

From Alderman GILBERT OLIVER, Lord Mayor of Newcastle-upon-Tyne

I FEEL that the present season is opportune for giving expression to my deep appreciation of the happy relationships existing between the staffs and the members of local authorities, thereby making the affairs of municipal government as efficient as it is pleasing.

During the eighteen years it has been my privilege to be associated with the public affairs of our city, I have noted with every satisfaction how eager and willing the officials of all grades have been to put at the disposal of those who must, in the inevitability of things, dictate policy, their best services Only those who are aware from inside knowledge of the increasing complexity of municipal services can have due appreciation of the extent to which modern legislation is making demands both upon their time and talents.

Gilbert Oliver

"EXCELLENT SERVICE"

From Councillor CHARLES WATLING, J.P., Lord Mayor of Norwich

I AM pleased to have the opportunity of conveying to local government officers my appreciation of their work during the past year. My long experience as a member of the Norwich City Council has brought me into close contact with our city officials and I feel sure the same excellent service which has been rendered to this municipality in carrying out its important and ever-increasing duties is being given by your members who are serving similar Corporations throughout the country.

I wish your members every success and send them my good wishes for the coming year.

Charles Watling

"STRENGTHENING BONDS"

From Alderman JOHN BADLAY, J.P., Lord Mayor of Leeds

I WELCOME the opportunity of sending a message of goodwill to the many members of the National Association of Local Government Officers.

I hope that the coming year of 1938 will be a happy and prosperous one in every way for the readers of the Journal.

During a long career of municipal service I have had much experience of local government officers, both men and women. I record with pleasure my appreciation of the work that they perform, jointly and severally.

I hope that with the passing of time the bonds of happy co-operation between local authorities and their officers will continue to strengthen in every way.

John Badley

"CORDIAL UNDERSTANDING"

From Alderman J. C. GRIME, Lord Mayor of Manchester

FOR some years I was Chairman of the Establishment Committee of the Manchester Corporation, have served on the Lancashire and Cheshire Joint Committee, and have been a representative to your national body. I can claim, therefore, to have some knowledge of the Association's activities.

I know that the Association carries out its work in a dignified and considerate manner and I recognise that the Association's relations with the various authorities is of a very high order.

I am happy to send to all members of the Association my good wishes for their health and happiness in 1938, and to express the hope for a continuance of the cordial relationship and understanding subsisting between them and their respective employing bodies.

Joseph Crookes Grime

"SMOOTH EFFICIENCY"

From Alderman C. T. HUTCHINSON, Lord Mayor of York

AS Lord Mayor of the City of York it has been brought to my notice that some 100,000 members of N.A.L.G.O. read this journal, and I feel that I should like to send to those members a hearty New Year's greeting.

During the time I have been a member of the York City Council, and particularly since my election as Lord Mayor, I have come into contact with the work of N.A.L.G.O. and its members, and I am convinced that much of the smooth running of local government is in no small part due to the efficient working of its officers.

With all good wishes for the New Year.

C. T. Hutchinson

"FRONT LINE TROOPS"

From EDWARD W. WATT, Esq., Lord Provost of Aberdeen

IT is with real pleasure that I accept the invitation of the Editor of LOCAL GOVERNMENT SERVICE to send through the journal a brief New Year's message to local government officers.

As the organisation of society continues to grow more complex, so also do the duties and responsibilities of local government officers tend to become more onerous and exacting. I know from personal experience how much local authorities owe to the ability, integrity and enthusiasm of their officials, and I think fuller recognition should be made of the great value of these services, in the same way as merit is rewarded in the Civil Service. While it may be stated that the Civil Service constitutes the general staff, local government officers man the front line trenches.

I accordingly desire to express my sincere appreciation of the work of local government officers during the past year and to offer them my hearty good wishes for 1938.

EDWARD W. WATT.

(Continued in column 1, next page)

LORD MAYORS' MESSAGES

(Continued from previous page)

"A POWERFUL INFLUENCE"

From Sir JOHN STEWART, Lord Provost of Glasgow

IT is with the utmost cordiality that I extend to the National Association of Local Government Officers my congratulations and best wishes for 1938. The Association has become a powerful influence in the affairs of local government, and I shall watch its further progress with interest.

It is pleasing to note that the attainment of a measure for the compulsory superannuation of all local government officers coincides with the achievement of a 100,000 membership in your Association. I trust that I shall have the pleasure of welcoming many of your members to the Empire Exhibition in Glasgow during next summer although the annual conference is being held elsewhere.

John Stewart

"LOCAL AUTHORITIES' DEBT"

From Alderman M. CORY DIXON, Lord Mayor of Liverpool

I DESIRE to express my best wishes for the New Year to the many thousands of men and women who are engaged in all branches of local administration.

I have always had a very high opinion of local government officials, and to me it becomes more and more evident how much local authorities owe to their knowledge and tact. It is a great pleasure to me to know that there is throughout the country to-day such a happy co-operation between local authorities and their officers.

M Cory Dixon

"VALUABLE ASSISTANCE"

From M. MACKENZIE, Esq., Lord Provost of Elgin

I CAN add my testimony to the valuable assistance given to us by our local officers.

Time and agan when we are in difficulties regarding procedure, etc., they come to our aid and help us over the fence.

They deserve all the praise we can give them and, personally, I think we could not be better served than we are in this Burgh and County of Moray.

M. MACKENZIE.

"DEVOTION TO DUTY"

From Alderman J. J. MILTON, Lord Mayor of Bristol

I AM glad of the opportunity of expressing my appreciation of the loyal service rendered to the City and County of Bristol by the local government officers. The

(Continued at foot of next column)

SIR HENRY JACKSON MEMORIAL FUND

We have received the following letter addressed to all members of N.A.L.G.O.

Ladies and Gentlemen,

The fund which the Wandsworth Branch had the honour of initiating to provide a fitting permanent memorial to the late Sir Henry Jackson, Bart., M.A., M.B., M.P., has now been closed with a total subscription of £1,070. With this amount a bed will be endowed at Bolingbroke Hospital in connection with which Sir Henry was actively associated as honorary treasurer and as a governor.

To headquarters and branches all over England, Scotland, and Wales, the Memorial Fund Committee tender their warmest thanks for their donations, amounting approximately to £470, and for the many letters conveying the appreciation of local government officers of the work of Sir Henry Jackson on their behalf.

Before Sir Henry's tragic death at our branch dinner last February, he had spoken of the pleasure he felt at the approaching closing stages of the Compulsory Superannuation Act, and of the high esteem in which the work of local government officers was regarded. I am sure that his great efforts in connection with superannuation will be remembered for many years.

Again, on behalf of the Memorial Fund Committee and also on behalf of the Wandsworth branch, my deepest thanks to N.A.L.G.O. members for their splendid donations to the fund.

Yours sincerely,

R. W. ROWLES,
(President, Wandsworth Branch, N.A.L.G.O., Honorary Secretary to the Memorial Fund Committee)

Municipal Buildings,
Wandsworth, S.W.18.

AMERICAN TRANSPORT

Wrinkles for Sheffield

TO gain experience of foreign methods of transport, Mr. Vane Morland, General Manager and Engineer of Leeds City Transport, recently toured America.

In a lecture to Sheffield Branch, he observed that great strides had been made in the United States in highway construction, the "fly-over" type of road intersection, which we in England are yet only discussing, having been in use there for some years.

Mr. Vane Morland explained the working of a mechanical contrivance known as a "headway recorder," an apparatus which was designed to indicate where any "bunching" of vehicles occurred over the whole of the route which it covered. It could also check the time spent by drivers at termini.

(Continued from previous column)

efforts of the elected representatives of the citizens would avail but little were they not backed up by the co-operation of the permanent officials.

I willingly acknowledge their assistance to the members of the council and pay my tribute to their devotion to duty and their enthusiasm for all that concerns the welfare of the citizens.

Whilst thanking local government officers for their help during the past year, I should like to wish one and all a very happy New Year.

John J Milton

"LOCAL GOVERNMENT SERVICE" IN A NEW DRESS

An Appeal To Readers

By The Editor

It is a wise rule of journalism that an editor should be neither seen nor heard. Disguising his voice beneath the portentous editorial "we," hiding his identity behind the modest "Ed.," he must cultivate an unassailable anonymity.

May I, for once, break that rule, to make a personal appeal to all readers of LOCAL GOVERNMENT SERVICE?

I have been authorised to make big improvements in the journal. It will make its first appearance in its new dress next month. I hope that you will approve the change.

But any improvement, to be effective and permanent, depends upon you. It is your journal. I want it to reflect your views, illuminate your interests, express your aspirations. And for that I need your help.

You, members of N.A.L.G.O., can alone provide the material for a successful journal. And what a journal it might be with your wholehearted co-operation!

Local government officers, engaged in so many different tasks, seeing life from so many angles, making contact with the public in fields no author or journalist could hope to enter, possess unrivalled sources of experience and interest. Will you help me to tap those sources?

Many of you must have decided views on problems of interest to all your colleagues—such problems as the future of local government, the effects of new legislation, the trend of social policy. Let me have those views, in letters or articles.

Still more of you must have experiences which would interest or amuse your colleagues. Let me have those experiences.

Some of you are skilled in expressing your ideas in cartoons or sketches. Others can interpret the life around them through the art of the camera. Send me your drawings and photographs.

It is my ambition to make LOCAL GOVERNMENT SERVICE the finest journal of any association in the country. With the aid of 100,000 contributors it can be done.

Payment at normal Press rates will be made for every article, sketch, verse, or other contribution accepted. Prizes will be given each month for the best letter, joke, anecdote or idea submitted.

The only condition is that the subject you write about or illustrate should be of interest to your colleagues as a whole.

"NO BETTER SERVICE"

From SOLOMON STEPHENS, Esq., Lord Mayor of Plymouth

IT is a great pleasure to give a New Year greeting to N.A.L.G.O.

The service which your members give to the community through the various offices they serve is valued by all those who, like myself, can speak from a long experience.

The care they take of their comrades to see fair play, not in the spirit of antagonism, but in co-operation, is one that demands the attention of all of us.

So I send them my greetings and say that Great Britain has no better service than you give to us.

SOLOMON STEPHENS.

THE RURAL COUNCIL IS NOT ANTIQUATED

Valuable Rights and Powers of the Small Authority

By C. H. Gardiner, Clerk to the Evesham Rural District Council

The article "Evolution v. Revolution," by Mr. T. Freeman, A.I.M.T.A., Chief Accountant, Manchester, advocating far-reaching changes in the structure of local government areas, which appeared in the November issue of "Local Government Service" has aroused much controversy. Particular criticism is directed to Mr. Freeman's proposal to abolish parish meetings, parish councils and rural district councils, and below we publish a reasoned defence of these bodies. It should be emphasised that "Local Government Service" accepts no responsibility for the views of its contributors.

OFFICERS of rural district councils will have read Mr. Freeman's article with surprise and misgiving. Suggestions for improving efficiency and economy in local government administration are always welcome, but such suggestions are of no value if they are based on an entirely false premise.

I am concerned only with the following extracts from the article:

"Let us examine, briefly, the several classes of existing authorities which might be abolished.

"PARISH MEETINGS AND PARISH COUNCILS.—I need not draw your attention to the very limited powers of these so-called authorities. In the main, they would appear to exist for the purpose of ascertaining what service some higher authority had failed to provide, and I suggest that they may now be regarded as antiquated and should be abolished.

"RURAL DISTRICT COUNCILS are very much in the same category as the previous type. Their powers and even their opportunities are limited and could be adequately provided for by an administration in the nearest or central market town. I see no reason in this case to perpetuate this form of authority, and I think it could be replaced by something more modern."

It is true that rural district councils, operating over a wide area with a low rateable value, have continually to face problems of administration which never arise in a city. But it is absurd to suggest that they have such few powers and opportunities that they need hardly exist.

Powers of Rural Authorities

Rural district councils are just as well equipped with statutory powers for local services as the urban authorities in adjoining market towns to which Mr. Freeman suggests that rural administration should be transferred. In the past rural councils could readily obtain many urban powers by application to the Minister of Health.

The necessity for such applications has largely been removed by the Public Health Act, 1936. As the Minister of Health himself explained at a conference of rural district councils "the Act proceeds upon the principle, with few exceptions, that the powers of urban and rural district councils should be the same." Furthermore, if a rural district council desires powers outside a public statute, it can promote a bill in Parliament in the same way as other authorities. Several rural councils have provided their own electricity undertakings in this way.

Perhaps I can best illustrate the points I want to make by giving particulars of the activities of the rural council of which I am Clerk. I give local particulars because they provide authentic data readily at hand; but the information given is typical of the average rural district council.

A Rural Council at Work

The Evesham Rural District is purely agricultural with an area of 41,261 acres and a population of 14,000.

Practically every village has a good public water supply, and the rural district council has been able to give substantial assistance to an adjoining borough in times of drought.

Nearly 900 council houses have been built, accommodating a quarter of the total population.

The larger villages have sewage disposal schemes and further schemes are being undertaken where needed.

The Council has delegated powers with regard to the maintenance of unclassified roads.

Fire protection and ambulance services are available throughout the district.

Numerous loans have been granted under the Small Dwellings Acquisition Acts and the Housing Acts, and the whole area is subject to town planning.

There is refuse collection even in the most remote hamlets.

In fact, I do not see a single service that "the nearest market town" could give. All this and more has been done by a local authority with a penny rate of only £208. Yet it is claimed that the powers of rural councils, and even their opportunities, are limited.

Let us observe the position of the rural inhabitant, who, after all, is the person most concerned by any move towards local government efficiency and economy, whether by evolution or revolution. I live in an old farmhouse in a village some miles from a town, and a typical remark of visitors is "How secluded!" But I have gas, electricity, indoor sanitation, a piped water supply of far better pressure than I obtained in a municipal borough, and there are excellent roads approaching the property.

It is true that there are no trams or trolley buses in the village. But I have heard of no local demand for these services. The villagers wanted a recreation ground, and the parish council bought a field for the purpose. We have no Town Hall with an imposing facade; but there is an excellent village hall of pleasing design and ample size for our needs, none of the cost of which falls on the rates.

When the churchyard burial ground became full, the parish council unearthed powers from somewhere or other, raised a loan from the Public Works Loan Board and provided a new cemetery. And I have no doubt that any further public services needed will be provided.

I cannot conclude without a word in defence of the much maligned parish councils, those "so-called authorities" as Mr. Freeman terms them. Here are some of the services which a parish council can provide:

Fire engine and appliances,

Recreation grounds,

Cricket grounds,

Bowling greens,

Maintenance of footpaths,

Construction of public walks,

Acquisition of land and adaptation for burial grounds,

Allotments, and

The installation and maintenance of street lighting.

This list is not exhaustive, and a parish council can, in fact, provide anything from a swimming bath to a golf course. It is surprising what initiative even small parishes show. For instance, I know of one parish with a penny rate of less than £3 in which the parish council has installed street lighting. At the same time it is agreed that all the powers of parish councils are not generally exercised, for the reason that there is no local demand or need.

The Countryman's Needs

The right of a parish council to make representations and objections to "some higher authority" is very valuable to the local inhabitants and should not be lightly regarded. It is better that considered representations should come from a properly constituted local body, than that the higher authority should be confused by prejudiced and conflicting complaints from isolated individuals.

What the countryman wants is neither evolution nor revolution, but a measure of erudition and a better understanding of his peculiar problems on the part of urban sections of the community. There is room for much more co-operation between urban and rural authorities. But sweeping and ill-founded statements such as those contained in Mr. Freeman's article are not likely to assist in that direction; nor are they likely to assist in fostering the friendly relationship between various classes of local government officers which all members of the Service wish to see.

LOCAL CIVIC SPIRIT MUST BE PRESERVED

Mr. Charles S. Perkins, Town Clerk of Jarrow, provides another comment on Mr. Freeman's article and on that by Mr. J. H. Warren, Clerk to the Newton-in-Makerfield U.D.C., which also appeared in the November issue. He emphasises the importance, while improving administrative methods, of preserving local interests

IN Russia at least 98 per cent of the electors go to the poll. Why do only about 50 per cent in this country exercise that prerogative of a free people ?

The suggestions of Mr. Warren and Mr. Freeman are of interest in showing two of the many forms which local administration might take. They are, however, only two alternatives. There are many other methods which should produce good results —for example, administration by the Civil Service, or administration by regional committees of Parliament, with the Civil Service.

Local Control Essential

If local government is to remain and not become merely a means of evolution to Civil Service administration, what must be its essential task ? It must be the government of a locality, by a locality and for a locality.

It can be granted that all is not well with the present areas. It can be granted that Mr. Freeman's scheme is admirable, from its point of view.

What is wanted, assuming that local government is to be maintained, is areas not only capable of effective administration of present functions, but able to carry out effectively the functions of the future. Further—a point of over-riding importance, they must also be areas of local civic interest.

The precision of machinery is not to be expected in local government. It is part of the unique constitution of England—tradition rather than code. There is no law which says that men and women must stand for election to local councils.

An analysis of the causes which prompt them to do so would be beyond the scope of this article, but the importance of preserving that citizen spirit and local interest is obvious. It is sometimes called self-interest, or is attributed to the political party machine. In some quarters it is said that the true local civic spirit is dead. Some people speak derisi vely of it as " the parish pump." But our local government depends on its preservation and fostering, not on a reshuffling of function or readjustment of areas and the like.

Local Administration not out of date

The primary question, therefore, is whether local government, in the sense to which it is referred in this article, is out of date. What discretions and opportunities for important decisions on policy remain to it in these days ?

There are many. The local interest is still important. The influence of local government bodies on the national Government was never greater. For instance, a Council so minded can make the Housing Acts a dead letter in its area or, at choice, one of the most important things in the town's affairs.

Local government, especially to those who understand it, is no more out of date than human nature. But both are capable of improvement.

What improvements are possible in local government ? Mr. Freeman urges the single " standard authority " and the compelling " by-law " of joint action. In this he agrees essentially with Mr. Warren, whose suggestions imply the acceptance of a broad distinction of services into purely local and regional. But Mr. Warren is not so sweeping, he advocates a retention of the county borough, the county council, the county district councils and the setting up of *ad hoc* authorities

Local interest is, of course, essentially centred on the local services. In an industrial county like Durham there are numerous localities—such as Durham City, Seaham Harbour, Consett—where local government flourishes. The regional services, such as classified roads, are for the county council. But these county services are really local services which lend themselves to large scale operation.

It is not essential that a county council should be a separately elected body. It should be a body representative of the county district councils. In most counties these considerations weigh : those in which it is otherwise probably require review with a view to amalgamation or splitting up.

A county council is clearly a good body to advise the district councils and to co-ordinate schemes, so as to provide a programme for the district councils where uniformity is desirable. It is really a regional council for large scale operation of local services—the only services in local government.

Ad hoc bodies are contrary to local government. All regional bodies are best representative of constituent authorities—for example, for joint provision of a home for mental defectives. Joint action should be encouraged whenever its advantage is obvious.

What is the Authority to be ?

Applying the foregoing to Tyneside is difficult, as is any practical application of general considerations. A commercial and industrial river of common importance to upwards of nine local areas, facile travel, common needs—all point irresistibly to one area of local government.

But is the administrative authority to be a county council or a county borough council ? That is a question which is confounding the thinkers. There is much to be said on either side and many think that a national review of local government bodies and areas is first necessary. Mr. Freeman thinks so, though he explains himself strangely, and Mr. Warren hints in the same direction. But all this does not explain why only 50 per cent of the electors go to the poll to make use of that opportunity of preserving local government. And general elections fare little better ! Our constitution endures—no large force of public opinion seriously suggests that it should be revolutionised, though many wonder if it is really being tried.

Would it be better to force people to the polls or to leave the interested to go ? What of forcing candidature on the lines of jury service ? These are weighty questions. Perhaps democracy is too young and we must watch and wait awhile.

" Care needed in Reform "

Meanwhile, our local government with its day-to-day administration of public affairs must go on. The reformer must tread warily, ever conscious that its forms must mirror the public need or perish, and ever conscious that he is not dealing with mere machinery but with the English constitution.

The Minister of Health has repeatedly said that any proposals for action upon the Tyneside Report must come from Tyneside. That is clearly the principle of local government. The discussions in Newcastle will be watched with interest. They may eventually be the preliminary to widespread change. In that possibility lies the real significance of the Royal Commission's inquiry and the widespread interest as to its eventual outcome.

OFFICER LIBELLED

Judge's Warning to Defendant

A LIBEL action of importance to all local government officers was mentioned to Mr. Justice Charles at the Kent Autumn Assizes at Maidstone on November 19. The case, resulting in the complete vindication of a member of the Association against whom grave allegations had been made, illustrated the value of N.A.L.G.O.'s legal assistance.

In January Mr. James Robert Tong, a Maidstone decorator, alleged in a letter to the Town Clerk of Maidstone, that Mr. William Henry Frost, estates manager to the Maidstone Corporation, had been guilty of receiving a bribe from him in the course of his work. This letter followed slanderous statements to the same effect by Mr. Tong in 1925 and 1930.

The Association steps in

Mr. Frost communicated with the Association, who instructed solicitors to act on his behalf. After two attempts to obtain a withdrawal and apology from Mr. Tong had met with a point-blank refusal, the Association approved the issue of a writ for libel.

A few days before the case was due to be heard, Mr. Tong offered to make a complete withdrawal of the allegation, to apologise in open court, and to pay a sum towards Mr. Frost's costs. Mr. Frost accepted this offer.

Announcing the settlement in court, Mr. John Flowers, K.C., who appeared with Mr. Eric Neve for Mr. Frost, on the instructions of the Association's solicitors, said :

" There is little doubt in our minds that the plaintiff could have recovered substantial damages against this defendant, but he did not desire this, as it would probably mean ruin to the defendant."

Mr. Flowers added that Tong had paid a comparatively small sum towards the plaintiff's costs, and the latter was willing to allow the matter to be settled on those terms. Mr. B. H. Waddy, for Tong, said :

" I appear to withdraw publicly and unreservedly the allegations Tong made and to admit that there is no truth in them. I tender Tong's apology with an expression of regret and an undertaking to the plaintiff that he will not repeat these accusations.

" The defendant realises that he has been treated in a very generous manner by the plaintiff. Possibly Mr. Frost will realise that the defendant is a curious and rather eccentric individual, but that does not justify or excuse his action."

Accusations unwarranted

Mr. Justice Charles, approving the settlement, expressed the opinion that, in view of the gravity of the libel, Mr. Frost had acted with great generosity :

" These were very serious allegations, and there was not one particle of truth in them," he added. " Whether because of the defendant's eccentricity of character I know not, they were persisted in right up to the last moment.

" I am glad to hear that the defendant has given an undertaking in court that there shall be no repetition of these libels. If I had been asked I should certainly have granted an injunction ; but if the plaintiff is satisfied with that public undertaking I have no more to say. I think it well, however, to warn defendant that any repetition of slanders of this kind, whether due to eccentricity of character or otherwise, will be visited heavily upon him, perhaps in another court, because these libels are very serious. In the circumstances I agree that the record may be withdrawn."

WHY NOT FILMS BY N.A.L.G.O. BRANCHES?

A Suggestion to Enthusiasts

MUCH interest has been shown in the article in LOCAL GOVERNMENT SERVICE last month giving details of sound films on various aspects of the public and social services, obtainable through the Association. Many branches have already arranged showings of these films.

Some disappointment has been expressed, however, that none of the films deals directly with local government and the local government officer. In the past producers and distributors have overlooked the possibilities of local administration as a subject for the documentary film.

VALUE OF THE FILM

Could not N.A.L.G.O. itself fill this gap? There must be many branches with a nucleus of enthusiastic members which could form a film production group.

The difficulty of presenting information and statistics in a readily assimilable form is a constant problem to the public administrator. The film, with its personal appeal, its dramatisation of otherwise uninteresting events, its use of the moving diagram, and its ability to bring an audience into contact with views of life otherwise outside its experience, provides an unrivalled solution to this problem. Films would be of value to local government officers themselves, to members of the authorities employing them, and to the public they serve. One or two successful productions might bring local authorities themselves to a realisation of the value of the documentary film and secure from them financial aid for the expansion of N.A.L.G.O. activities.

A MANCHESTER PRODUCTION

The Manchester Film Society—a private body unconnected with local government administration—has recently embarked on the production of a "complete scenic paraphrase" of the book "How Manchester is Managed." This will include a series of films dealing with the work of Corporation departments. Could not N.A.L.G.O. branches initiate similar productions in other cities and towns?

Headquarters will offer every assistance to branches seeking to form a film group, and it is possible that some financial assistance might be provided for the production of suitable films.

From "Children at School" *Gas Industry*

For the convenience of branches we print below the full list of the films now available through the Association. All are sound films, available in the 35 mm. size and, with the exception of six, in the 16 mm. size. The six issued in 35 mm. size only are:

"Banking for Millions."
"Workers and Jobs."
"Here is the Land."
"The Road to Work."
"Work Waits for You."
"Vitamins."

The names of producer and distributing company are given in brackets after the titles of the films. The running times are also given.

All the films are loaned to N.A.L.G.O. branches free of charge, with the exception of those marked with an asterisk, for which a library fee is charged of 5s. per reel (lasting ten minutes) for the first night, and 1s. per reel for each succeeding night. Application should be made to the Public Relations Officer, N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

PUBLIC SERVICES

WEATHER FORECAST (Grierson-Spice: G.P.O. Film). 20 mins.
LINE TO TSCHIERVA HUT (Grierson-Cavalcanti: G.P.O. Film). 10 mins.
MESSAGE FROM GENEVA (Grierson-Cavalcanti: G.P.O. Film). 10 mins.
THE LEAGUE AT WORK (Wright: League of Nations Union).
NIGHT MAIL (Grierson-Watt-Wright: G.P.O. Film). 22 mins.
BANKING FOR MILLIONS (Grierson-Spottiswood: G.P.O. Film). 20 mins.
WORKERS AND JOBS (Elton: Ministry of Labour). 10 mins.
*CHANGES IN THE FRANCHISE (Mary Field—Miller Jones: Gaumont-British). 10 mins.

INDUSTRIAL ORGANISATION

HOW GAS IS MADE (Elton-Anstey: Gas Industry). 10 mins.
MEN BEHIND THE METERS (Elton: Gas Industry). 20 mins.
*THE FACE OF BRITAIN (Rotha: Gaumont-British). 20 mins.
*MEDIÆVAL VILLAGE (J. B. Holmes: Gaumont-British). 20 mins.
*EXPANSION OF GERMANY (Mary Field—Miller Jones: Gaumont-British). 10 mins.
*DEVELOPMENT OF RAILWAYS (Mary Field—Miller Jones: Gaumont-British). 10 mins.
*DRY DOCK (Hawes: Gaumont-British) 10 mins.
*COAL (Holmes: Gaumont-British). 20 mins.
*WATER POWER (Hawes: Gaumont-British). 10 mins.
*SHIPYARD (Rotha: Gaumont-British). 20 mins.
*SOME ASPECTS OF THE COAL INDUSTRY (Mary Field: Gaumont-British). 10 mins.
*DINNER HOUR (Elton-Anstey: Gas Industry). 20 mins.
*CHAPTER AND VERSE (Rotha-Hawes: National Book Council). 30 mins.

From "Nutrition" *Gas Industry*

EDUCATION and SOCIAL SERVICES

CHILDREN AT SCHOOL (Wright-Grierson: Gas Industry). 24 mins.
*CITIZENS OF THE FUTURE (Taylor: Gaumont-British). 20 mins.
A JOB IN A MILLION (Grierson-Spice: G.P.O. Film). 20 mins.
TO-DAY AND TO-MORROW (R. I. Grierson: National Council of Social Service). 20 mins.
HERE IS THE LAND (Hawes: Land Settlement Association). 20 mins.
THE ROAD TO WORK (Anstey: Ministry of Labour). 20 mins.
WORK WAITS FOR YOU (Anstey: Ministry of Labour). 30 mins.

HOUSING and HEALTH

THE NUTRITION FILM (Anstey: Gas Industry). 30 mins.
HOUSING PROBLEMS (Elton-Anstey: Gas Industry). 20 mins.
SMOKE MENACE (Grierson-John Taylor: Gas Industry). 15 mins.
A FAMOUS COOK AT WORK (Elton: Gas Industry). 10 mins.
HOW TO COOK (Elton: Gas Industry). 20 mins.
POTS AND PLANS (Elton: Gas Industry). 20 mins.
KENSAL HOUSE (Sainsbury: Gas Industry). 10 mins.
VITAMINS (Innes: Cambridge University Film Producers). 10 mins.

SOCIAL HYGIENE

(All Gaumont-British.)

*HEREDITY (Huxley-Durdon). 20 mins.
*HEREDITY IN MAN (Huxley-Durdon). 10 mins.
FROM GENERATION TO GENERATION.

HYGIENE AND PUBLIC HEALTH

(All Gaumont-British.)

*BREATHING (Prof. Winifred Cullis). 10 mins.
*BLOOD (Prof. Winifred Cullis-Donald Carter) 10 mins.
*CIRCULATION. 10 mins.
*THE FILTER (Percy Smith). 10 mins.
*THE RED ARMY (Miller). 10 mins.

PHYSICAL EDUCATION

(All Gaumont-British.)

*PHYSICAL EDUCATION, CHILDREN, AGED 4-6. 20 mins.
*CHILDREN, AGE 7. 10 mins.
*RURAL SCHOOL. 10 mins.
*BOYS. 10 mins.
*GIRLS. 10 mins.
*ANALYSIS OF EXERCISES PERFORMED WITH A RHYTHMICAL SWING. 10 mins.
*ANALYSIS OF AGILITY EXERCISES. 10 mins.
*CARRIAGE. 10 mins.
*WINTER GAMES. 10 mins.
*PROGRESSIVE TRAINING IN BALL-HANDLING GAMES. 10 mins.
*SUMMER PLAYING FIELD ACTIVITIES.
*GIRLS' WINTER AND SUMMER PLAYING FIELD GAMES.

"HOUSEOWNERSHIP"

A PROSPECT for 1938

During the coming year many members of N. A. L. G. O., appreciating the advantages of OWNING their houses, will avail themselves of the facilities for house-purchase offered (to members and their wives) by the Nalgo Building Society. Decide now to become a houseowner. It is cheaper to buy than to rent, with the aid of your OWN Society.

NALGO
BUILDING SOCIETY

To the Secretary,
NALGO BUILDING SOCIETY,
24, Abingdon St., Westminster, S.W.1

Send particulars of house-purchase facilities to:

Name.....

Address.....

.....10

N.A.L.G.O.'S "NEW DEAL" FOR NURSES

Better Pay, Conditions and Prospects Sought in New Charter

JUST before Christmas, N.A.L.G.O. issued a comprehensive and far-reaching Charter demanding better pay, conditions, and opportunities for all women engaged in the nursing and public health services of local authorities.

The Charter presents a complete solution of the problems of recruitment, training, salaries, and working conditions which have brought about the present grave shortage of nurses throughout the country. N.A.L.G.O. is to submit it to the Departmental Committee now considering this question at the request of the Government.

N.A.L.G.O.'s proposals are based on the conception of nursing and public health work as a satisfying and remunerative career for women, not merely a job. They may be briefly summarised as follows :

Recruitment and Training

Preliminary training for nursing to begin at 15-16 instead of 18, as at present, by means of courses in anatomy, physiology, hygiene, food values, cooking and household management in secondary, technical and evening schools, and under student nursing schemes ;

Training hospitals to admit probationer nurses from the age of 17 ;

Probationers not to be employed at hospitals without training facilities ; and

Full opportunities, including leave of absence with pay and maintenance grants, to be given to nurses seeking post-graduate training.

Salaries

Adoption of national minimum salary scales for nurses.

Special scales for almoners, dieticians, masseuses and other specialist workers and for public health workers, such as midwives, health visitors and school nurses.

Service Conditions

Maximum duty of 48 hours a week or 96 a fortnight ;

All nurses to be allowed to go out in their off-duty time without special permission, and to have the equivalent of one free day each week ;

Off-duty time to be predetermined with at least one week's notice ;

A minimum annual holiday of four weeks with full pay ;

No domestic duties ;

Payment of salary during sick leave and of compensation for permanent disability resulting from performance of duty ;

Abolition of unnecessary restrictions ;

Compulsory superannuation for all nursing staffs ;

Separate bed-rooms for each resident nurse, better food, and adequate recreation facilities ;

Institution of joint machinery for adjusting differences.

A primary aim of the Charter is to give to every woman entering the nursing service the fullest opportunity for advancement along the lines most suited to her talents and personality. To assist in this object, N.A.L.G.O. proposes to :

Form a Women's Service Committee ;

Hold week-end and summer schools for public health staffs ;

Offer scholarships for sister tutors, midwives, health visitors and other specialist appointments ; and

Offer prizes on the results of the State Examinations.

N.A.L.G.O. is also prepared to help by offering scholarships and grants to make it possible for talent to transfer from grade to grade and to undertake progressive training. Given adequate facilities and encouragement for training and promotion, the best starting point for practically all the higher posts open to women in the public health field is either the junior clerical posts or probationer nursing.

"BEANO"

Your chance to help the Benevolent and Orphan Fund and

WIN A PRIZE

for an article, poem, story or drawing.

Every member is familiar with "Beano," the bright and breezy annual which contains all that is best in humour and stories. Entries are invited for drawings, articles, poems, and anecdotes for the 1938 issue.

BEST HUMOROUS DRAWING (Pen and Ink or Brush Work)
FIRST PRIZE—Three Guineas.
SECOND PRIZE—Two Guineas.
FIVE CONSOLATION PRIZES—Half-a-Guinea each.

BEST HUMOROUS ARTICLE (not exceeding 1,000 words)
FIRST PRIZE—Three Guineas.
SECOND PRIZE—Two Guineas.
FIVE CONSOLATION PRIZES—Half-a-Guinea each.

BEST HUMOROUS POEM
FIRST PRIZE—Two Guineas.
FIVE CONSOLATION PRIZES—Half-a-Guinea each.

BEST ARTICLE ON ANY SUBJECT (not exceeding 1,000 words)
FIRST PRIZE—Five Guineas.
SECOND PRIZE—Three Guineas.
TEN CONSOLATION PRIZES—Half-a-Guinea each.

HUMOROUS OR INTERESTING ANECDOTES (not exceeding 200 words, and preferably in relation to local government)
ONE PRIZE of Two Guineas and prizes of Half-a-Guinea for every story published.

Conditions of entry may be obtained from branch secretaries or from the Public Relations Officer, N.A.L.G.O, 24, Abingdon Street, London, S.W.1.

(Continued from Column Three)

death after the first twenty entries in each quarter :

Births—from 1s. to 1s. 5d.
Deaths—from 1s. 3d. to 1s. 6d.

The deputation informed the Registrar-General that they regarded the proposed increases as satisfactory. Arrangements are being made for a new clause to be moved during the committee stage of the Bill, to provide for these increases in fees.

HIGHER FEES FOR REGISTRARS

N.A.L.G.O.'s Successful Action

N.A.L.G.O. has been successful in securing a promise of additional remuneration for Registrars of Births and Deaths in consideration of the extra work to be imposed on them by the Population (Statistics) Bill, now before the House of Commons.

This Bill, introduced on October 28 proposed to extend the scope of the particulars which can at present be asked for upon the registration of a birth stillbirth, death, or marriage, in order to provide statistical evidence for a practical inquiry into the problems raised by the falling birth-rate.

Criticism of the Bill during the second reading debate led to a reduction of the number of matters about which inquiries are to be made. But even with this reduction registrars will have their duties considerably increased when the Bill becomes law.

Approach to Registrar-General

On November 11, N.A.L.G.O. wrote to the Registrar-General, pointing out this fact and asking what additional remuneration was to be paid to registrars and how it would be calculated. On November 17 the Registrar-General met the legal secretary and the organising secretary. He pointed out that under his existing powers the remuneration of part-time registration officers paid by salary could be increased if their duties were extended by the Bill, and that additional clerical assistance could be provided for whole-time salaried officers. There was, however, no provision for the payment of additional remuneration for fee-paid officers unless they agreed to be placed on a salary basis. The Registrar-General further intimated that it was not the intention to call upon superintendent registrars to carry out any duties under the Bill.

In reply, the representatives of the Association pointed out that most of the registration officers who had remained on a fee basis had decided to do so because their remuneration by fees was greater than they would obtain if they became salaried officials, and that, in the circumstances, the provisions of the Bill could not be regarded as satisfactory.

Bill to be Amended

As a result of this interview the Registrar-General received a deputation of members of the Registrars' Association of England and Wales, accompanied by the legal secretary and the organising secretary, on November 23. The position was fully discussed and the Registrar-General promised to consider the representations made and to discuss them with the appropriate authorities.

After two further discussions with the deputation the Registrar-General finally intimated that the Minister of Health would be prepared to agree to an amendment of the Bill. This would provide (subject to certain minor adjustments) for the following increases in the fees paid to registrars for every entry of a birth or

(Continued at foot of preceding column)

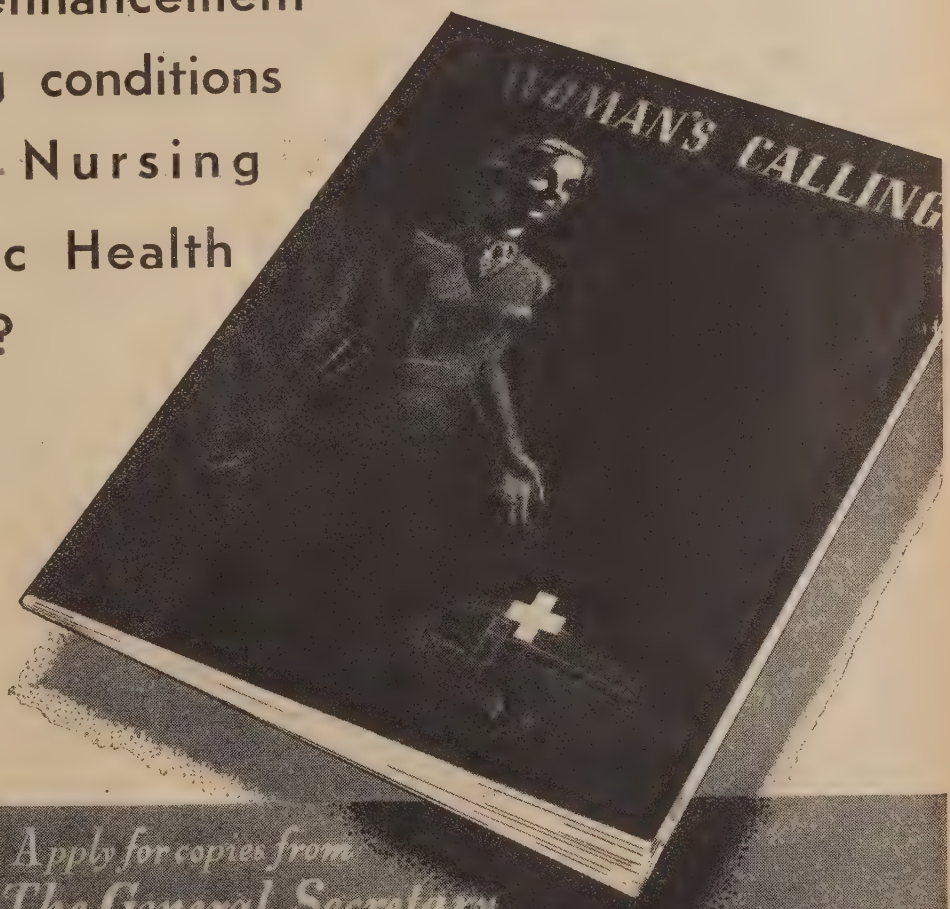
Have you seen this brochure containing

N.A.L.G.O.'S PROPOSALS

for the enhancement of working conditions in the Nursing and Public Health Services?

★

These proposals are of vital interest to every member of the Nursing Profession.



★

Apply for copies from
The General Secretary,
National Association of Local Government Officers
24 Abingdon St., Westminster, S. W. 1.

LETTERS TO THE EDITOR

COST OF LIVING : BRANCH MAGAZINES : FILLING OF VACANCIES
RELATIONS WITH COUNCILLORS

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed by correspondents. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of few.

RISING COST OF LIVING
Call for a National Move

We note with considerable interest the correspondence in the December issue of LOCAL GOVERNMENT SERVICE with reference to the rising cost of living in relation to salaries. We wonder whether Headquarters are aware that there are many male officers over 21 years of age earning under two pounds a week, with several years of local service under local authorities.

When will N.A.L.G.O. make some national move to force local authorities who will not adopt a satisfactory scale of salaries to come into line with those authorities who do pay their employees a decent living wage?

Divisional Officers certainly do all in their power to try to persuade authorities to adopt higher salary scales, but stronger measures, in the form of national rates of pay, seem to be the only solution to a position which is most unfair. The matter is of real urgency. The amount of remuneration we receive is scarcely enough to provide the bare necessities of life, apart from maintaining the well-dressed appearance necessary for office workers.

"THREE NALGOITES."

(The National Executive Council are undertaking a survey of the salary position generally throughout the country. It is hoped to secure uniformity in areas covered by a Whitley Council.)

N.A.L.G.O. BRANCH MAGAZINES
Meeting of Editors Urged

May we revive the subject of a meeting of editors of branch magazines? From time to time, in these columns, letters have appeared from various branch editors suggesting that such a meeting might be held at the same time as the Annual Conference of N.A.L.G.O., yet, despite a well-attended inaugural meeting at Aberdeen in 1936 (which, unfortunately, we did not attend), no active steps have been taken to organise any further meeting of editors.

Nevertheless, we feel that with the active support of the increasing number of branch editors and, perhaps, a lead from the editor of LOCAL GOVERNMENT SERVICE, a regular meeting (probably informal) would do much to inspire and assist local magazine production and development.

The branch magazine offers wide scope for publicity, both for national and local needs, and might well be stimulated within the branches, irrespective of size, which are keen and progressive.

Meetings such as we suggest would permit interchange of ideas and suggestions concerning such matters as production and layout; interchange of articles and the consideration of N.A.L.G.O. propaganda, and could be attended by editors, members of editorial committees or boards and other N.A.L.G.O. conference delegates who might be interested.

Will editors or branch secretaries interested please communicate with any of the undersigned who, if there is sufficient response, will endeavour to arrange for such a meeting to be held? Naturally, it would be useless to make any efforts in this direction unless support, small though it may be at first, is forthcoming.

M. J. MILES, Editor, "Camera Principis," Council House, Coventry.

NORMAN H. ROGERS, Editor, "Calling Croydon," Town Hall, Croydon.

FRANK BLAIR, Editor, "The Guildman," Civic Hall, Leeds.

(The Editor of "Local Government Service" warmly commends this suggestion, which, if carried into effect, should prove of great value to the national journal as well as to branch publications.)

OFFICERS AND COUNCILLORS
A Personal Problem

One point in the memorandum of the London Labour Party mentioned in your December issue intrigues me.

A local government officer of middle-age makes social contact with several prominent men in his area. One of these prominent men puts up for election on the local council—and succeeds.

Is the Local Government officer, now that he finds his erstwhile friend one of his employers, to drop his acquaintance and adopt the attitude of "mutual respect" and the relationship to be in future "on a strictly business footing," lest he be accused of accepting hospitality or favours from one of his councillors?

Middlesex. "VERY PERPLEXED."

HIGHER GRADE VACANCIES
System That Bars Promotion

We feel that the time has come when the unsatisfactory method of filling the higher grade vacancies was brought to light.

The usual method in which these posts are temporarily filled is to take the most suitable member of the existing staff, and after he has proved suitable and thoroughly competent for the position in carrying out the duties, often for a period of some months, the post is publicly advertised, with the result that some outside person is chosen, who at that moment happens to be at the top of his form.

Is not the fact that the post has been filled satisfactorily for the past weeks sufficient proof of competency?

Under the present system there is very little prospect of promotion. If it could be altered so that the higher posts were filled from inside, when suitable applicants were available, and only the lower posts advertised, all would be treated in a fair manner and have an opportunity of gaining higher appointments.

Yours faithfully,
"AMBITIOUS."

CHRISTIAN UNION
Branch Formed at Middlesex

DEAR SIR,—The Middlesex County Officers' Association recently formed a Branch of the Christian Union, which appears to be making good progress.

It would be interesting to know of any other Unions in existence in the Local Government Service, and I should be glad to hear from the Secretaries of any such Unions.

STANLEY E. HEMMENS.

Hon. Secretary, Middlesex County Officers' Association, Christian Union, Guildhall, Westminster, S.W.1.

"A. P. H." OUTDONE
Mayor's Speech in Rhyme at Poole Dinner

Mr. A. P. Herbert, M.P., startled the House of Commons the other day by reciting verse in the course of a speech. At the annual dinner of the Poole branch on December 9th however, Ald. H. S. Carter, Mayor of Poole went one better, making the whole of his speech in rhyme.

A few verses—there were 12 in all—will, we think, be of interest to all N.A.L.G.O. members:

I remember, I remember the town before it grew—
An M.O.H. who wandered round with ne'er enough to do.
A town clerk, too—a part-time man—who yawned away the hours
With time enough to chat to friends or fumigate his flowers.

The town clerk, quite contented, earned—less than he does to-day—
And out of that he paid his staff. How much? No one can say!
You see, they lived contentedly with salaries quite low.
It was before things got stirred up by N.A.L.G.O.

Some say Dictators hit the nail in what they say of us
We talk too much; committee work is getting wuss and wuss;
To lay a brick or build a barn needs resolutions many
In old days someone seized a trowel. Resolutions—there weren't any!

Such complex handling cramps the style of those who want to do
Some honest work. It leads we know, to ruffled tempers, too.
We waste our time and energies in signing our initials
To please some Act of Parliament or Government officials!

Yet, 'spite of all, we have our place in this bewild'ring tangle
For that which makes the wheels go round is not sharp wit nor wangle.
It is not craftiness of law nor dread bureaucracy,
But fellowship in service on the part of you and me!

More potent than the perfect scheme is consecrated zeal.
More powerful than formulae is your, and my, square deal.
So comrades keep your courage up, let civic virtues grow
And may this be the watchword of your N.A.L.G.O.

Ald. Carter has been five times Mayor of Poole and his family has played a prominent part in the life of the town for many generations.

General Literature

by Jonas Praps

MOVEMENT

MR. JOHN KEIR CROSS adds to the title of his book, **"Aspect of Life"** (Selwyn & Blount, 8s. 6d.), **"An Autobiography of Youth."** As he is, or was at the time of his story, but twenty-two years of age, his experience is not lengthy. Feeling disgruntled with his daily office routine he seeks adventure on the roads of Scotland and England as a "ventrilokwist." He is something of a philosopher, and needs to be. He meets with strange characters and many rebuffs; finds kindly folk as well as niggardly ones, and withal has an interesting tale to tell. I have observed quite a few books recently in which the publishers have reverted to the one-time common practice of padding out their publications with catalogues of their wares: this book has thirty-two pages of advertisements.

W. P. Hamsher's **"The Balkans by Bicycle"** (Witherby, 8s. 6d.) is the record of a rather leisurely trip on wheels from Vienna to Istanbul. Nothing very exciting about it, but an interesting and pleasant account of the journey. The book is remarkable in one respect—that it does not exhibit a single photograph of the author.

English history in the fifteenth century is pieced together so carefully by Guy Paget in **"The Rose of Rabey"** (Collins, 12s. 6d.) that a reliable picture has been produced. The wars in France, the French rally under Joan of Arc, and the Wars of the Roses—these are centred around the life of Cecily Nevile, Duchess of York. Mr. Paget has made the dry bones of history live and produces the atmosphere of the period in terms which make the reader forget it is a history and not a novel he is reading.

MAN

ALMOST at the moment of writing this it was told on the wireless that Offenbach produced ninety operas in twenty-seven years. **"Offenbach; and the Paris of His Times"** (Constable 18s.) is translated from the German of S. Kracauer The secondary title is very necessary, for whilst the book deals largely with the life and work of this great musician, telling the story of his major productions, it carefully details his influence upon the social life of Paris in the middle of the nineteenth century. The book is an excellent picture of the gaiety of the society life of the Second Empire when money was plentiful, its court life, theatres literary fans, actresses, and, it must be added courtesans. The illustrations are good reproductions of contemporary prints.

"Wrestling Jacob," by Marjorie Bowen (Heinemann, 15s.) is a biographical study which reads almost like a novel. It is a study of the life and character of John Wesley, and follows his career clearly and faithfully, neither glossing over his faults nor magnifying his enthusiastic devotion to his mission in life.

There is a fascination about the study of the Brontë family for which, to some, it may be difficult to account. Despite the sadness, illnesses, and tragedy of their lives, the glamour of their genius lives and will continue to live. W. Bertram White's **"The Miracle of Haworth"** is a very readable and reliable general account of the family, and produces the necessary Haworth atmosphere. It is not the intense personal study of any one member of the family as Macfarlane's "Divide the Desolation" (recently recommended), but will serve as a useful introduction to deeper investigation. It is well illustrated.

Ex-Superintendent Percy Savage, of the C.I.D., has had to deal with some of the most outstanding criminal cases of recent years, including German spy organisations, white slave traffic, and Mahon, the Eastbourne murderer. His experiences are related in **"Savage of Scotland Yard"** (re-issued by Hutchinson, 3s. 6d.) in a free and easy style quite removed from the pedantry often associated with such records.

MIXED GRILL

A STORY of youth is given in **"A Lamp on the Plains,"** by Paul Horgan (Constable, 8s. 6d.). A boy running away from a home of tragedy arrives, as a stowaway, on a freight train at a small town in New Mexico. There are many excellent characters in this story of how the boy makes good in the town and later on a ranch

I have frequently come across non-Lancastrians who delight to hear that county's dialect stories and regret their inability to read them Such might make a start with T. Thompson's **"Lancashire Lustre"** (Allen, 5s) It is a series of sketches which first appeared in the "Manchester Guardian."

Ruby Ferguson should be heartily thanked for a very beautiful book, **"Lady Rose and Mrs. Memmary"** (Hodder, 5s) An English gentleman his wife, and an American, touring Scotland, come across a wonderful mansion to let It is in charge of Mrs Memmary, whose very soul is part of the family estate. In showing them round, interludes occur relating incidents in the life of the owner. Lady Rose, and by this means the story is built up No brief outline can adequately display the story's charm

UNIVERSITY OF LONDON

D. P. A.

The examination for the Diploma in Public Administration can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification *and* have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the examination at home in their leisure hours. The Diploma is steadily increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure tuition will be continued *free of charge.* N.B.—At the 1937 External examination 86% of Wolsey Hall candidates passed, forming nearly one-third of the Pass List.

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Wolsey Hall, Oxford

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5. May be written with pencil at the rate of 120 words a minute.
6. Cannot be forgotten. Every word written in *longhand* is Speedwriting practice.
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AN interesting booklet telling you about this simple, accurate shorthand, and how you can learn it quickly in your spare time, or in day and evening classes post free.

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Dept. A.8, 51, Tothill Street, London, S.W. 1

LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS

are held in January and December . For Syllabus and application forms, apply, The Secretary, Corporation of Certified Secretaries, 30, Fitzroy Sq., London. W.1

AT RANDOM

By "HYPERION"

"BUILD CASTLES IN THE AIR; THEN PUT FOUNDATIONS UNDER THEM."—*Thoreau.*

The Most Amusing Notice

After much cogitation I have decided to award the prize for last month's competition to Mr. R. W. J. Norton, of Exeter, for the following entries:

1. "*The Hospital, Exminster, near Exeter.—Wanted a single man, aged 17 to 25, to train as a male nurse, and one with experience of slaughtering. For form of application apply to the Medical Superintendent.*"

2. "*Wiremen required immediately for house-wiring, tough rubber and lead system. Apply Manager, Electricity Offices, St. Austell.*"

3. "*Widow offers comfortable lodging to working man; moderate; separate bedroom, bath.———Road, Exeter.*

A close runner-up was Mr. J. L. Hampshire's entry, a notice-board for Women's Institute arrangements at the village of Loose, near Maidstone.

LOOSE WOMEN'S INSTITUTE.

Among other entries which I thought very good were:

One submitted by Mr. Stanley Purkins of a notice at the beginning of the road leading to Lytham St. Anne's Cemetery:

CEMETERY—CUL-DE-SAC.

Mr. Chris Swann's:

"*Wanted—4 Municipal Midwives required by —— Council. Apply 4, Batchelor Buildings.*"

and Mr. Harry Hewitt's notice seen in the window of a Manchester pharmacist:

WE DISPENSE WITH ACCURACY.

By the way, while on the subject of shop notices my own eagle eye discovered the following in the *Evening Standard* recently: "*This sign has been discovered on a man's suit in a Parisian haberdasher's shop: Très chic,-très English*
Très snob—presque cad."

Finally, the following are worth quoting, although most of them sound vaguely familiar:

From a newspaper placard:

HEATED SCENE IN HOUSE OF COMMONS
TWO PEOPLE BURNT TO DEATH.

Another notice from a shop window:

LADIES' CLOTHING REMOVED NEXT DOOR.

And finally: "*Wanted—Internal Audit Clerk to supervise 20 female typists. Must be expert at figures.*"

Many thanks to all competitors. It was *very* hard to choose between the entries submitted. Jolly good show, sirs—jolly good show!

Three Mayors in a Boat

The Mayors of Ramsgate and Margate and the chairman of the Broadstairs Council are to take part in a sea-angling contest, and they will all fish from the same boat. It should be a solemn and impressive sight, particularly if all three wear gold chains and top-hats; the overwhelmed codlings and flounders ought to give themselves up quietly at the mere sight of so much majesty afloat in one small rowing-boat.

As a matter of fact one seems to have heard of this contest before; it was certainly mentioned last year, and it may be an annual function off the coast of Kent. But what happens if one of the local authorities concerned acquires a chief magistrate who is no angler or, worse still, a bad sailor? Is he allowed to appoint a substitute to deputise for him? Or must he go through with the grim business though the boat rocks and the heavens fall? "Mal de Mayor" would be a new rendering of the old complaint.

—*From the "Manchester Guardian."*

* * *

Saved

He had been walking with one foot in the gutter and one on the pavement, and he was not getting on very well. After about half a mile he met a constable.

"You're drunk," said the constable.

"Oh, is *that* what it is," he replied. "Thank heaven! I thought I was lame!"

* * *

The Irrelevant Onion

While the Deputy Mayor was speaking at a meeting of Wells City Council on Monday a member passed a large onion to him.

"*This is to go with the tripe you are providing for us,*" *he explained.*

"*I thought it was to bring tears to our eyes,*" *said the Mayor, who twice during the discussion rose to upbraid his deputy and ask him to confine his remarks to relevant points.*

(News item.)

* * *

"Public Service"

Soon the door swung open and a man bustled in; he took one look at me and promptly sat down next to me. I suppose I ought to have felt flattered, but actually I resented his action and tried to show it. There were plenty of empty seats along the alleyway. Why didn't he take a seat by himself? He soon showed me the reason. He turned and asked: "You're a Britisher, ain't you?" "Yes," I said stiffly, and nearly added "Thank God." He opened his grip-bag, as we should call it, produced a bottle of rye whisky and two glasses and, without a word, solemnly poured out two stiff drinks, handed me one and, raising the other to his lips, said: "Here's how" and drank it down. He was certainly making an assault on my insular reserve, for he started talking, and asked: "What job are you on?" Thinking he would be impressed, I said: "Oh, I'm on Government service." "Well I'll be goldarned," he said excitedly, "so am I." He looked cautiously round the car, then leant over to me. He unbuttoned his coat, then his waistcoat. Inside his waistcoat was a silver badge. "Read this," he said. I did, and got a bit of a shock, for the words on the badge were "Public Hangman."

He scrutinised me for a moment, then said: "Stand up." I rose to my feet. He felt my calves and biceps, then delivered judgment. "You're five foot ten tall, and weigh 165 lb.: am I right?" He was practically right, and I said so. "Yes," he continued, "I should give you a seven-foot drop."

—*From a Wireless Talk by Commander A. B. Campbell.*

* * *

Filling the Blank

The North London magistrate asked a young wife whether her husband drank.

Wife: No, I wish he did; it would give him something to occupy his mind.

* * *

Mrs. Miffins on "Ow to Git Yore Man."

the first thing to remember is to git interested in yore man's work.

if its pigs git interested in pigs and if its leaky taps and cisterns like mr bumbling's git interested in leaky taps and cisterns.

as i ave said before most gentlemen prefer the larky sporty tipe, but there are also those wot prefers the quiet moony tipe so you will ave to be larky and sporty or quiet and moony accordin to the man you are chasin.

—*Nathaniel Gubbins in the "Sunday Express."*

N.A.L.G.O. HOLIDAYS
REUNIONS

Apply NOW for your ticket

LONDON

Saturday, February 12th, 1938
Tickets 2/6 each. (Running Buffet)
at Harrods Restaurant, Knightsbridge, S.W.1.

MANCHESTER

Saturday, March 26th, 1938
Tickets 3/6 each (including refreshments)
at Manchester Limited Restaurant.

Tickets obtainable from:—

N. A. L. G. O.
24, Abingdon Street, S.W.1.

SYMBOLIC DESIGN FOR N.A.L.G.O. WANTED

Competition for Members and Students

THE National Executive Council has decided to hold a competition for a new symbolic design for N.A.L.G.O. The competition is open to all members of the Association and all students of art schools and the prizes are:

First	**£10**	**10** **0**
Second	**£5**	**5** **0**
Third	**£3**	**3** **0**

The design should suggest the influence of N.A.L.G.O.—an Association of more than 100,000 officers in every branch of the local government service—and its objects: to defend its members against injustice, to help them in time of need, and always to uphold and enhance the prestige of public administration.

There is no desire to restrict the imagination of competitors. For their guidance, however, it is suggested that the design should represent a figure upholding or defending local government and should embody the crest of the Association, reproduced on this page. Free treatment of the crest will be permitted and any alternative ideas will be considered.

The design should be in black and white and adaptable for reproduction in detail, in outline, or in silhouette.

Entries should be sent to the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, not later than March 31, 1938. The Association will reserve the right to possess the copyright of the three winning designs.

The following is an explanation of the devices in the crest:

1. Centre — a public building, representing the municipal centre of a town.

2. Left-hand top corner—book and lamp representing the Association's educational activities.

3. Right-hand top corner—Benevolence, symbolic of the Benevolent and Orphan Fund.

4. Left-hand bottom corner—scroll, pen and seal, representing the Association's legal and parliamentary work.

5. Right-hand bottom corner—Justice, representing service conditions, legal aid and defence, and everything else for which N.A.L.G.O. stands.

BRITAIN'S HEALTH SERVICES ...

First Complete Survey

The 200,000-word report on the British Health Services issued by Political and Economic Planning (PEP, 16, Queen Anne's Gate, London, S.W.1, 10s. 6d., cloth bound, or 7s. 6d paper boards, 414 pp.) is a book which should be in the hands of every local government officer interested in problems of national health.

It provides the first comprehensive survey ever attempted of the astonishing variety of agencies, national and local, public and private, which are working to combat disease and promote health and fitness, and makes a number of important proposals for the better co-ordination and wider use of these activities.

In view of the importance of the report, LOCAL GOVERNMENT SERVICE is arranging to publish a full and authoritative review in the February issue.

IMPORTANT

Hospital & Nursing Home Scheme

As from JANUARY 1, 1938, a **Management Fee** of 3d. per month is **not payable** in respect of any **child** insured under this scheme

The contribution payable as from JANUARY 1, 1938, *is therefore:*

1s. 9d. per month

A Good Resolution

that you will not break

Making good resolutions in grandfather's day was a very serious business. To-day, it is a joke! Most resolutions made on the first of January are flagrantly violated on the second.

★

The exception proves the rule, however, and it is helpful to know that *all* your good resolutions are not doomed to an early death.

For instance, it is not likely that you will dispute the wisdom of safeguarding your health once you have resolved that it is essential. Such protection is essential and will continue to be so, throughout your whole lifetime.

★

If you join the Nalgo Provident Society, you will not feel inclined to leave it!

NALGO PROVIDENT SOCIETY

24, ABINGDON STREET, WESTMINSTER, S.W.1

N.A.L.G.O.'S FIGHT FOR SUPERANNUATIO

1896—REPUDIATION
The First Attempt

1904—DESOLATION
Hopeless and Helpless

1905—INSPIRATION
Enter N.A.L.G.O.

1907—FRUSTRATION
First Move Rejected

High praise for the local government officer was voiced by Sir Kingsley Wood, Minister of Health, at the dinner given by N.A.L.G.O., to celebrate the passing of the Local Government Superannuation Acts at Grosvenor House, London, on December 18.

The President, Mr. W. W. Armitage, presided, and the guests included more than

"Local government is the first line of defence for democratic government in this country. We have a long and progressive history of local government and a great army of men and women engaged in its administration unequalled in the world.

"But there is still much to be done, and in comparing our system with others we must always see that it works efficiently and justifies itself above all others.

without the faithful and skilled assi local government officers and empl whose efforts was due the strengt system and the respect in which it wa over the world. Demands on local go officers had not grown less.

What were the qualifications of loca ment officers to-day? Sir Kingsley s that they were:

Character,

Guests at the Superannuation Dinner held at Grosvenor House, December 18, 1937.

300 leading members of N.A.L.G.O. and 130 men and women prominent in other branches of public life.

Sir Kingsley Wood, proposing the toast "Local Government," said:

"It is not our business to quarrel with the forms of government, national or local, of other nations. But here our own freedom and liberty is based upon our representative institutions that are our sure guard against dictatorship.

"I believe," he continued, "that there is in local government to-day an important and extensive field for public service for men and women in all ranks of life, and I certainly have long come to the conclusion that we must try more and more to capture the help and sympathy of the younger generation in this important work. I believe that there is a great call to this honourable service to-day, and a real need of recruits."

These great services could not be carried on

Integrity,

A passion for the regulations of the M of Health. (Laughter.)

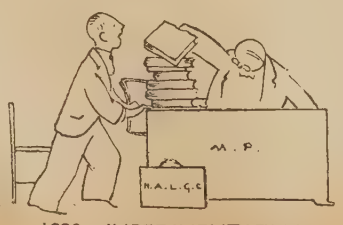
Hard work,

The patience of Job, and

The hide of a hippopotamus!

But the increasing complexity and developing scope of the service deman only the highest qualities but machin pooling experience, unifying interest developing ideals throughout the whol

1922—PRESENTATION
The Bill Submitted

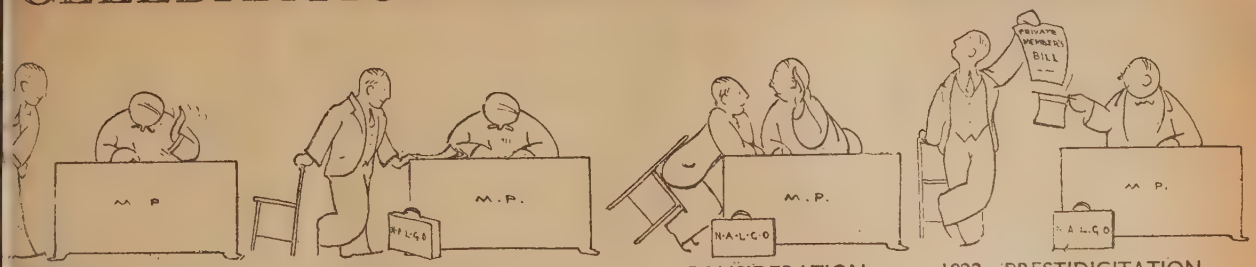


1922—IMPEDIMENTATION
Obstruction and Delay

1922—CONSUMMATION
Adoptive Act Won

1925—EMENDATIO
Improving the Ac

CELEBRATION DINNER IN LONDON



–PROCRASTINATION
e is not Opportune"

1914—ITERATION
The Fight Goes On

1921—CONSIDERATION
A Hearing at Last

1922—PRESTIDIGITATION
Private Bill Produced

ent organisation. All these things he
N.A.L.G.O., which was carrying out
oses efficiently, not only in the interests
embers but of the nation as a whole.
Association had worked hard and un-
y in the interests of superannuation
s rightly entitled to much credit in
to get the new Act on the Statute Book.
ed a considerable step forward in
vice, and community of service
ognised in the measure. Freedom
ement was made possible and the
ons of the service as a career were
ably increased.

thanked the President and his
tee for their valued co-operation
matter and also recalled the ser-
f the late Sir Henry Jackson, Mr.
oot, Mr. Dingle Foot, M.P., Mr.
mmon, M.P., Mr. Henderson-Stewart,
nd Alderman Dunn, all of whom
to make possible the passing of the
hey could rightly congratulate them-
on a great step forward.

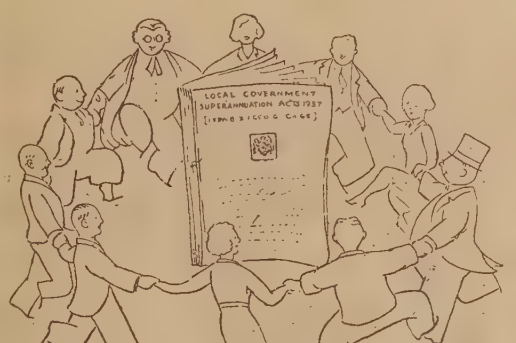
Harry G. Pritchard, responding on
of the Association of Municipal
ations, expressed thanks to the
r of Health and his department for
g the passage of the Act. He paid
to past president Mr. Lord and
an Raines, who represented them
committee when considering the

praiseworthy persistence of
G.O. reminded him of an occasion
he suffragettes were using violent
ls, such as breaking windows, and
orter told them: "I deplore all this
e, but my advice to you is, 'you
got a good case, hammer away and
o *panes*, leaving no stone unturned."
ter.) May that be the epitaph of
.G.O.

Col. Sir Seymour Williams, Chairman of
ural District Councils' Association, also
ding, pleaded for a halt in the movement
ntralisation of authority. Recently, a
n section of the public, not satisfied with
county boroughs and county councils,
ated the establishment of regions.
that direction lay dictatorship, and if
wanted local government to be local there
not be so much centralisation. He once
sted that there should be a society for the
tion of rural district councils, and he would

like Sir Kingsley Wood to be the president. (Laughter.)

The founder of N.A.L.G.O., Sir Herbert Blain, proposing "The Houses of Parliament," told of the beginnings of the Association and of a meeting at which a resolution to suspend the London Municipal Officers' Association was carried only on the understanding that a



CELEBRATION—This sketch and the others on this page were drawn by Mr. J. Carver, a member of N.A.L.G.O. on the staff of the Borough Treasurer's Department, Walsall, to illustrate a history of the fight for Superannuation prepared for the Celebration Dinner

national association would be formed. From that meeting the present gathering had evolved.

But for the enthusiasm of voluntary workers like Blair, Borough Engineer of St. Pancras, Newton, Borough Engineer of Paddington, and others, N.A.L.G.O. would not be in existence to-day.

The names of Jackson, Walker, Harrold and Lord must never be forgotten.

Lord Snell, responding in a witty speech, told of a young American who scared his parents by writing home to say that he was now in the legislature. His father, very despondently, told his friends: "Our Bill is in the legislature, but he doesn't say what for." (Laughter.)

"I know what a good many people are in the legislature for," commented Lord Snell, amid further laughter, "but that is another story."

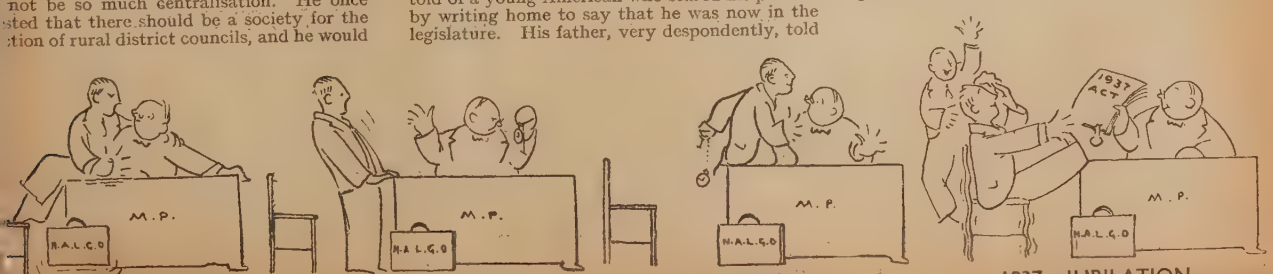
"I think we have reason to be proud of our Parliament," he added. "Parliament is what we make it and a nation gets the Parliament it deserves. It will never be perfect, will never give us everything, but as Marcus Aurelius, the great Roman emperor, said: 'Do not expect the whole republic of Plato, but welcome any improvement which is in the direction of the republic and be glad and rejoice in it.' And so our Parliament goes on improving day after day as quickly as you will allow it; always with the intention that our country may be kept free and be made the best in which to dwell." (Cheers.)

Mr. J. Henderson-Stewart, M.P., also responding, pointed out that whereas before the war only an occasional Parliamentary measure involved local administration to any considerable extent, to-day two out of every three Acts depended directly upon local authorities for their day-to-day administration.

The added burdens were made doubly onerous by the wide range and extreme complexity of the tasks now imposed on local authorities. For their proper execution men and women of the highest standard and ability were needed. It was to the honour of the public service of this country that such men and women were, in fact, now serving the local authorities, and he desired to pay the highest tribute to their work.

If rate-payers throughout the country realised in full the loyal and skilled work which their borough and county council officials were carrying out they would pay with even greater readiness the local taxes placed upon them.

Among the guests were Senator E. Vinck, Vice-President of the Belgian Senate, Sir John Maude, Deputy Secretary, Ministry of Health, Sir George Chrystal, Permanent Secretary, Ministry of Health, Sir Sylvanus Vivian, Registrar-General, Sir Horace Hamilton, Permanent Under-Secretary, Scottish Office, and Sir Arthur Johnson, past President of N.A.L.G.O.



929—IMPORTUNATION
Make it Compulsory"

1933—TEMPORISATION
"Still Not Opportune"

1936—ASSENTATION
Insistence Wins

1937—JUBILATION
N.A.L.G.O.'s Triumph

All Headquarters Communications should be addressed to the General Secretary and endorsed with the appropriate subject.

HEADQUARTERS

NATIONAL ASSOCIATION of LOCAL GOVERNMENT OFFICERS

24, ABINGDON STREET, WESTMINSTER, S.W.1

Telephone: **WHItehall 9351** (6 lines)

Telegrams: **Natassoc, Parl., London**

OFFICERS

General Secretary: L. Hill.
Deputy General Secretary, Legal Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.
Accountant: H. G. Baker.
Organising Secretary: J. B. Swinden.
Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.
Special Activities Secretary: H. Wright.
Public Relations Officer: A. Spoor.
Divisional Secretaries:
Metropolitan and Eastern Districts and L.C.C. Branch: T. M. Kershaw, 24, Abingdon Street, S.W.1. WHItehall 9351.
North-Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2: Blackfriars 7668.
North-Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1: Leeds 24861.
East Midland, West Midland and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3: Central 1836.
South-Eastern, Southern and South-Western: F. Thomas, Room 60, Somerset House, Reading: Reading 3880.
Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1: Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the last six months is:

July 55	September 55	November 60
August 55	October 58	December 60

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Oct.	Nov.	Dec.
Food	43	46	46
Rent	59	59	59
Clothing	110	110	110
Fuel and Light	80	80	85
Other items	75	75	75

IMPORTANT DATES

January 20, 21, 22.—N.A.L.G.O. Examinations.
January 31.—First quarterly Return of alterations in Register of Membership.

HEADQUARTERS AND BRANCHES

The following circulars have been sent to branch officers:

NOVEMBER 1

82/GEN/37 (To each branch secretary.)
Enclosing copy of the minutes of proceedings of the 1937 Annual Conference for general branch use.

NOVEMBER 29

93/GEN/37 (To each branch secretary.)
Concerning the Superannuation dinner

NOVEMBER 30

88/SA/37 (To each branch secretary.)
Concerning the arrangements for Winter Sports holidays in Switzerland.

89/SA/37 (To each branch secretary.)
(a) Enclosing descriptive brochure and application form for accommodation at the Association's private hotel in North Wales.
(b) A reminder to branches to forward their orders for Diaries.

91/GEN/37 (To each branch secretary.)
Enclosing a notice announcing a competition for a symbolic design for N.A.L.G.O.

92/GEN/37 (To each branch secretary.)
Requesting branch executive committees to see whether by organised effort members of the Association can become even more indispensable to the community than they are at present by offering their services in all movements designed for the betterment and uplift of the people.

94/ORG/37 (To each branch secretary.)
Enclosing a copy of a new booklet "Welcome to the new Junior Officer."

95/ORG/37 (To secretaries of branches and Sectional and Professional Societies.)
Enclosing a copy of a summary of the Local Government Superannuation Act, 1937, and setting out a form for ordering further copies.

DECEMBER 1

86/NPS/37 (To each local correspondent of the Provident Society.)
(a) Concerning the collection of contributions and the forwarding of returns.
(b) Stating that the management fee of 3d per month payable in respect of children insured under the Hospital and Nursing Home Scheme will not be payable as from January 1, 1938.
(c) Enclosing expenses form for completion and return.
(d) Concerning the audit of pass-books.

DECEMBER 6

96/AS/37 (To each local correspondent of the Approved Society.)
(a) Forwarding usual enclosures in respect of the contribution cards for the 1938 period.
(b) Enclosing copy of communication sent to each Voluntary Contributor.
(c) Regarding the Juvenile and Young Persons' Act.
(d) Requesting the prompt return of contribution cards which it is found impossible to deliver to the member concerned.

BOOK YOUR HOTEL NOW!

Delegates are strongly urged that they should make early reservation of hotel accommodation at

BLACKPOOL

for the

ANNUAL CONFERENCE

next WHITSUNTIDE.

The list of hotels will be sent to branches early this month.

(e) Regarding the stamping of cards by Voluntary Contributors.
(f) Regarding the forwarding of cards and the claiming of expenses.
(g) Regarding Additional Benefit Claims.
(h) Regarding Sickness Benefit Claims

DECEMBER 15

87/LOG/37 (To each local correspondent of Logomia.)
Enclosing copy of a circular dealing with the extended Family Income Assurance scheme recently adopted by the Association.

90/ED/37 (To each branch secretary, area education committee secretary, and education correspondent.)
Regarding the Association's efforts to develop the use of the film as a means of propaganda and enclosing a list of films which may be hired.

DECEMBER 16

97/ORG/37 (To each branch secretary.)
Enclosing copy of the Association's Charter for Nurses.

NALGO BUILDING SOCIETY

Pass Book Audit, 1937

Members and Local Correspondents of the Nalgo Building Society are asked to note that in order to facilitate the auditing of pass books the following audit programme should be adopted:

The pass books of the members in the Metropolitan District will be required for audit at headquarters during the week commencing January 24.

Those for North-Western and North Wales Districts during the week commencing January 31.

For the North-Eastern, Yorkshire, and East Midland Districts during the week commencing February 7.

For the West Midland, Eastern, South Eastern and Southern Districts during the week commencing February 14.

For the South-Western, South Wales and Monmouth and Scottish Districts during the week commencing February 21.

Members may send their books direct to headquarters by the appropriate date or may hand them to the local correspondent who will transmit them in bulk to headquarters. The receipt of the pass books will not be acknowledged but they will be returned direct to the individual members. Evidence of fully paid-up membership of N.A.L.G.O. should accompany pass books.

LEGAL ADVICE

To avoid delay all communications with the Legal Department must be accompanied by proof of membership.

LOCAL GOVERNMENT SUPERANNUATION ACT, 1937.

*

An excellent summary of the Local Government Superannuation Act, 1937, has been prepared by the Legal Secretary, Mr. John Simonds, M.A., Barrister-at-Law, and is now available.

Members desiring to obtain copies, should make application through the Branch Secretary.

SALARIES AND SERVICE CONDITIONS

IMPROVEMENTS IN P.L.A. STAFF SALARIES

IN October, 1927, the Association, on behalf of the P.L.A. upper division staff branch, presented the first of a series of memoranda to the Port of London Authority, requesting "the introduction of a comprehensive system of staffing designed to be a constructive and permanent contribution towards the solution of the salaries question, and which will provide, at a reasonable age, a living and family wage in the lowest grade, having regard to the class of entrant into the authority's service, his general education, training, experience, status in life, and other relevant factors." It was suggested that "the first essential of such a scheme is a scale of pay for the lowest grade clerks which will enable a salary of at least £300 per annum to be attained at not later than 30 years of age."

As a result of this application, as from October 1, 1928, the maximum of the third-class clerks was raised from £235 to £260 a year, other scales were slightly improved, and some adjustment was made in the establishment to increase the flow of promotion.

Further memoranda, having as their main object the attainment of a £300 maximum for the third-class clerks, were submitted in January, 1929, and October, 1930, but without result.

The advancing age of the staff, coupled with the almost complete cessation of promotion in 1931, 1932, and 1933, necessitated a further approach in December, 1933. This succeeded to the extent that the salaries of those third-class clerks who had been two years on the maximum of £260 were advanced to £272 10s., and further revisions were made in the number of staff enjoying higher grading, in a second attempt to expedite promotion.

There the position has remained until, after protracted negotiations on a fifth memorandum submitted in March, 1936, the Port of London Authority recently conceded the £300 maximum for which the Association had consistently fought for ten years. Revised increments in the third-class clerks' scale will secure to this grade, in future, the maximum of £300 at about 34 years of age.

Other important improvements have been effected in several of the higher grades, as follows:

Second-class clerks—maximum raised from £320 to £345 a year.

Special classification—maximum raised from £345 to £360 a year.

Assistant railway inspectors—maximum raised from £297 10s. to £320 a year.

Assistant warehousekeepers—maximum raised from £330 to £360 a year.

Warehousekeepers—maximum raised from £470 to £500 a year.

In addition, twenty additional posts of second-class clerk are to be created.

This settlement affects approximately 800 members of the Association, the ultimate cost to the Port of London Authority being about £20,000 a year.

* * *

Essex

As a result of representations the **Essex County Council** recently approved the following new salary scale with effect from April 1, 1938:

Juniors: Commencing salary not to be less than 15s. per week. To be eligible for promotion to Class II on reaching the age of 21, or to Class III in their 21st year. If not so promoted to be placed in Class IV at 21 years of age.

Class IV: £110—£10—£140.
Class III: £120—£12 10s.—£245.
Class II: £200—£15—£275.
Class I: £260—£20—£360.

Female Clerks: Four-fifths of the scale for male clerks.

Northwich

The urban district council adopted the grading scheme and appendix prepared by the Lancashire and Cheshire Provincial Council for their clerical staff.

* * *

Wigan

An application for increased remuneration in respect of the stores porter at Billinge Hospital resulted in an increase from £2 7s. 1d. to £2 10s. 10d. per week.

* * *

Dudley.—An application for improved salary scales has been submitted to the Council.

* * *

Worcester.—The County Council has approved the granting of a special bonus to any clerk whose salary does not exceed £250 a year on passing one of the approved list of professional examinations.

* * *

Lincoln.—Following the settlement of outstanding salary questions relating to the male staff last year, the annual report records that attention has been directed to the grading of the female staff, and that all permanent whole-time officers are now included in the grading scheme.

* * *

The Divisional Secretary interviewed the Finance Committee of the **Dearne** District Electricity Board on December 7, and submitted a scheme of grading for the whole of the staff. Early consideration of this application has been promised.

* * *

Bedlingtonshire Urban District Council has amended the General Grade for adult officers, following representations made by the Divisional Secretary, during the course of a recent interview. The revision agreed upon will enable officers to reach the maximum of the grade at age 27 instead of 31 as formerly.

SUPERANNUATION

The following authorities have adopted superannuation with effect from the dates shewn:

Ossett Borough Council, April 1, 1938.
Brighouse Borough Council, April 1, 1938.
Stockton Borough Council, April 1, 1938.
Baildon U.D.C., January 1, 1938.
Darfield U.D.C., April 1, 1938.
Kirkburton U.D.C., January 1, 1938.
Mirfield U.D.C., April 1, 1938.
Swinton U.D.C., January 1, 1938.
Thurlstone U.D.C., January 1, 1938.
Dinnington Parish Council, January 1, 1938.
Colne and Holme Joint Isolation Hospital Committee, April 1, 1938.
Penistone Joint Isolation Hospital Committee, April 1, 1938.
Swinton and Mexborough Gas Board, April 1, 1938.

* * *

Actuarial reports have been obtained by the **Jarrow** Borough Council, and **Felling and Hebburn** Urban District Councils. Many other authorities have the matter under active consideration.

* * *

The **Newark** Town Council, at a meeting on November 29, adopted a recommendation of the Finance Committee that the introduction of a superannuation scheme for officers should be considered, and that the Notts County Council should be approached as to the admission of the officers to their scheme. A special meeting of the Council is to be held early this month.

* * *

The **East Retford** Rural District Council has adopted the 1922 Act from January 1, 1938. The designated posts are 10 officers and four workmen.

Merthyr Tydfil.—Arrangements have been made for a deputation of N.A.L.G.O. and other organisations to meet the Town Council in support of an application for superannuation for officers and servants.

Successful action by the Association in defence of a member dismissed from his post was reported at the annual meeting of the **Long Eaton** Branch. It was stated that, on the instructions of the branch, the divisional secretary had presented the officer's case to the public health committee, with the result that the officer was immediately reinstated.

WHITLEYISM

At the last meeting of the **West Riding** Joint Council it was agreed in principle that it be extended into a council for the whole of Yorkshire, excluding the Cleveland District, and accordingly local authorities in the North and East Ridings are being invited to give this matter early consideration. A circular has been forwarded to each local authority in the area outlining the functions of the Council, and incorporating suggestions for an amended constitution.

* * *

The **North-Eastern** Joint Council has appointed an executive committee, to which the questions of the formulation of salaries scales and holiday regulations have been referred. Satisfactory progress has been made.

* * *

Long Eaton.—At the request of the Branch, a Joint Committee consisting of four members of the finance committee and four members of the branch has been established.

WEST MIDLANDS PROVINCIAL COUNCIL

(Shropshire, Staffordshire, Warwickshire, Worcestershire, and Herefordshire.)

Following the second conference of local authorities held at Wolverhampton, a meeting of the staffs representatives was held at Birmingham on December 6.

The question of representation to meet the Provisional Committee composed of delegates from the various types of local authorities was discussed and agreed as follows:

	Representatives
National Association of Local Government Officers	14
National Union of General and Municipal Workers	3
National Union of Public Employees	1

A model constitution was drawn up for submission to the Provisional Committee.

LANCASHIRE AND CHESHIRE PROVINCIAL COUNCIL

At a recent meeting of the Provincial Council an extension of the General Division Scale for Male Officers was agreed upon as follows:

OLD SCALE

Age	Salary	Increments
22	£130	£12½
23	£142½	£12½
24	£155	£12½
25	£167½	£12½
26	£180	—

NEW SCALE

Age	Salary	Increments
22	£130	£15
23	£145	£15
24	£160	£15
25	£175	£15
26	£190	—

(Continued on page 20)

SALARIES AND SERVICE CONDITIONS

(Continued from page 19)

Also, it was agreed to create a new Division, namely the Miscellaneous Division, with two sections, as under :

Section A.		Section B.	
Salary	Increment	Salary	Increment
£205	£15	£250	£15
£220	£15	£265	£15
£235	—	£280	—

Intermediate Grades and Officer Grades (Hospitals and Institutions)

The following resolutions of the Intermediate Grade Joint Committee have also been adopted :

1. That Group 3 (Hospitals and Institutions) be abolished, and the Lancashire and Cheshire County Councils be allocated to Group 2, subject to the proviso that those Hospitals and Institutions with over 750 beds shall be regarded as within Group 1.

2. That the remuneration of the Intermediate Grades numbered 1 to 14, as under, be increased by £7 10s. on the present minimum and maximum :

1. Labour Masters.
2. Assistant Labour Masters.
3. Labour Mistresses.
4. Assistant Labour Mistresses.
5. Home Mothers and Foster Mothers.
6. Kitchen Superintendents.
7. Head Laundresses.
8. Sewing Room Superintendents.
9. Laundry Checkers.
10. Porters.
11. Portresses.
12. Male Nurses or Attendants (uncertificated).
13. Assistant and Attendant Nurses (female; uncertificated).
14. Nurses and Attendants in Mental and Epileptic Wards (uncertificated ; male and female).

3. That the remuneration of the Officer grades (Hospitals and Institutions) numbered 1 to 10, as under, be increased by £10 on the present minimum and maximum:

1. Sister Tutors.
2. Home Sisters and Night Superintendents.
3. Special Sisters (inc. Theatre, Maternity, X-Ray, and Massage).
4. Ward Sisters.
5. Staff Nurses—specially trained.
6. Staff Nurses—general trained.
7. Superintendents and Charge Attendants in Mental Wards (male and female).
8. Nurses in Mental and Epileptic Wards (male and female).
9. Chief Storekeepers.
10. Assistant Storekeepers.

4 That the above increases shall apply to all classes of Nurses and all Intermediate Grades in Hospitals and Institutions not covered by the above designations.

* * *

Buxton

The Buxton Corporation has made application to the Lancashire and Cheshire Provincial Council for Officers to be admitted as constituent members of that body, and the Whitley Council has agreed to the request. The Buxton Corporation has also asked the Whitley Council to prepare a model grading scheme for their P.T. & C. staffs.

* * *

Blackpool

Following the recommendation by the Lancashire and Cheshire Provincial Whitley Council for an increase in respect of the general division a resolution was approved by the Council that will increase the salaries of officials who are on the £170 per annum maximum grade to £190 per annum on April 1 next.

NALGO BUILDING SOCIETY

Free Advertising Service

MAIDSTONE (Kent).—Detached freehold residence, attached brick garage, 3 bedrooms, 2 reception rooms, tiled kitchen and bathroom, 2 w.c.'s, central heating, etc. Well laid out garden. Pleasant and convenient situation. 10 mins. Sessions House. Price £860. Apply—Box H.P.B. No. 20, c/o 24, Abingdon Street, Westminster, S.W.1.

KINGSBURY (Wembley).—Detached freehold residence with garage. Architecturally designed, 3 bedrooms, 2 large reception rooms, bathroom, 2 w.c.'s, large kitchen, etc., Large garden. Well decorated and in perfect condition. Price £1,450. Phone Colindale 7890, or apply at 65, Birchen Grove, Kingsbury, N.W.9.

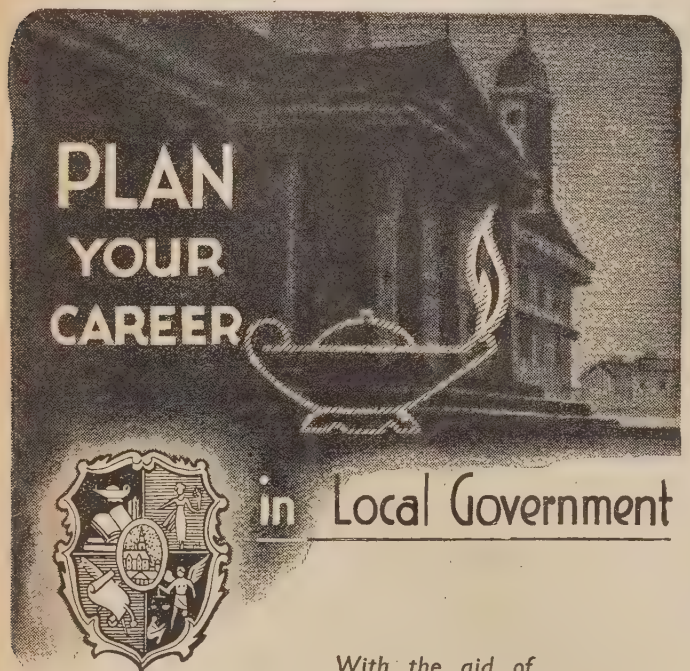
LECTURES AT IPSWICH

Twelve weeks course

The first lecture of a course of twelve weekly lectures organised by the Ipswich and East Suffolk branches and the Workers' Educational Association is to be held on January 10 at the County Hall, and will be given by Mr. K. B. Smellie, B.A. (Cantab.), who is Lecturer in Public Affairs at the London School of Economics. Mr. Smellie is to discuss the existing structure of local government and part of the work done by local authorities.

"J. A. MOLONEY"

It will be of interest to members of the L.C.C. Branch to know that the nom-de-plume, "J. A. Moloney," assumed by the writer of the article, "Code of Professional Conduct," which appeared in the December issue of this journal, hides the identity of Mr. J. A. Mahoney, Relief Clerk, Area 6.



With the aid of

THE
TESTAMUR
OF THE
INSTITUTION OF
MUNICIPAL AND COUNTY
ENGINEERS

is widely recognised in the Local Government Service. The Institution has recently issued a new syllabus for the examination and a new comprehensive course covering every subject has been prepared by the Nalgo Correspondence Institute.

★

Full details of this course will gladly be supplied on request.

the **Nalgo Correspondence Institute** *24, Abingdon St., London, S.W.1.*

ALL MANKIND'S CONCERN

Weekly Allowances

A WIDOW of 64 years was bereft of her son—the mainstay of the home. There are two children, who, although earning very little, contribute as much as possible to the home. In spite of this there is still insufficient to support the widow and her family. The Benevolent and Orphan Fund of the Association is making a weekly allowance in this case until such time as the financial position of the houshold improves.

A widow with four children aged 21, 16, 14, and 11 years, has been left practically destitute owing to the death of her husband. Her only income consists of a small sum contributed by the eldest child, a very small amount earned by the widow herself, and the usual State pensions. The Benevolent and Orphan Fund is making a weekly grant in this case also, until the financial position of the household improves.

A young member aged 34 years has been compelled to retire from the local government service owing to continued ill-health. His weekly income consists only of 7s. 6d. National Health Insurance. He resides with his father, who is out of employment and receiving unemployment benefit. The member found that he was unable to keep up with the payment of rent, etc. The Benevolent and Orphan Fund is making a weekly grant in this case in order that the member and his father may have an adequate income.

Lump-Sum Grants

A MEMBER, having a wife and small child, exhausted his resources through the continued illness of his wife. Owing to the anxiety he felt, this member's health suffered and he contracted pleurisy. On recovery he was advised by his doctor to secure convalescent-home treatment at a South-Coast resort. The member was unable to afford this, however, and the case was brought to the notice of the Benevolent and Orphan Fund. A grant was made to enable him to follow the doctor's advice.

A member with a wife and two small children fell into financial difficulties owing to the heavy expenses incurred in connection with the illness of himself, his wife, and children. The member earns a comparatively low salary and he found it impossible to meet the accounts as they became due. The branch applied to the Benevolent and Orphan Fund for assistance towards the payment of outstanding accounts and this was readily given.

Loans

A MEMBER with a wife, two young children and a baby found himself in financial difficulties owing to the illness of himself and his wife. His wife had been ill over a long period, which had necessitated several serious operations. The Benevolent and Orphan Fund made a loan in this case to enable the member to settle outstanding accounts.

PRIVILEGE TICKETS

Members of N.A.L.G.O. may become members of the Privilege Ticket Register Co., Ltd., at the reduced subscription of 10d. instead of 2s. 6d. A privilege ticket entitles a member to one free seat for each seat purchased in certain theatres at a minimum of ten plays per year. Application should be made to N.A.L.G.O. headquarters.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopedia of Gardening," etc.

NOTES made for one's own garden while reading are often applicable to the gardens of others. For instance, some remarks by that able writer, B. T., in the "Observer" last autumn brought up the subject of leafmould, which is so important to all classes of gardeners and especially to those who grow peat-loving plants. Many find suitable peat difficult to obtain at a reasonable price, and consequently substitute leafmould, which is also useful for making up composts indoors.

The Best Leaf-mould

A point of interest raised by B. T. was whether trees which hold their leaves late are better for supplying leafmould than those which shed their foliage early. Hornbeam and beech hold their leaves particularly late, and oak and Cornish elm hold them moderately late. Do all these trees provide better leafmould than chestnuts, maples, and sycamores, which become defoliated earlier? Beech and oak certainly do. Gardeners should seize every opportunity of obtaining such leaves, for not only does decayed foliage make a valuable addition to any compost heap, but it is also useful, at an earlier stage of decay, for mixing with manure for hotbeds.

Growers of peat-loving plants, such as heaths and rhododendrons, will find that such subjects make slow, if any, progress in loam, clay, or sand, however liberally manured, but will make quite fair progress if a liberal addition of leafmould from the trees recommended is mixed with the soil. Similar remarks apply to certain beautiful liliums, such as auratum and its varieties, Brownii giganteum, japonicum (Krameri), sulphureum, and tenuifolium; indeed most lilies enjoy it.

A Tip for Town Gardeners

What of the early leaf-losers? Town and suburban gardeners can sometimes obtain leaves in autumn through negotiation with their local surveyor, but beech and oak are rarely, if ever, grown in town streets, therefore the best must be made of chestnut, lime, sycamore, maple, and such other trees as are planted by the Parks Departments of urban authorities. Their leaves are better than none.

The importance of leafmould in composts prepared for raising seedlings may be stressed just now, when thoughts are turning to January sowings of several popular plants, including various tender and half-hardy annuals. Many amateurs do not prepare their own composts, finding it more convenient and economical to obtain what they want from a florist. Do they, however, always get satisfactory results even then?

Having myself bought from tradesmen at different times I am constrained to raise a doubt. The compost has been prepared by an experienced hand and it looks all right, for there are obviously suitable proportions of the principal ingredients, loam, leafmould, and sand. Yet things do not go right.

Combating Bacteria

Although the florist may blame the buyer, the trouble usually arises from the presence of bacteria in the soil, which no ordinary nurseryman is qualified to detect. He should, however, have learned how to combat them by this time, for much has appeared in print on the subject in recent years, and nowadays large market growers, superintendents of public parks, and others, avoid the danger by sterilising their composts before using them, thereby destroying the injurious organisms. Baking, steaming, and electrical heating are all brought into use by different growers according to their circumstances.

People who have had unaccountable failures with seedlings should take up the matter with their dealers. They might fortify themselves in advance by studying bulletin No. 22 on the subject, issued by the Ministry of Agriculture, Westminster. Price 1/-

Use of Labels

There may also be danger to seedlings from old labels used again after a long time in garden soil. Some amateurs make repeated use of large labels after perhaps perfunctory cleansing. I always use small labels for all purposes. Unmounted, they are suitable for seedling and cutting boxes; mounted on the wire supports supplied by Allwood Brothers, of Haywards Heath, they are equally suitable outdoors. They are very cheap and practically imperishable. They should not be overlooked in the open garden.

Antirrhinums, tuberous begonias, lobelias, white alyssum, and salvias can all be raised by sowing in gentle heat under glass any time this month. A little later, if more convenient, we can deal with verbenas, primroses, and polyanthuses, dahlias, columbines, asters, stocks, cannas, sweet peas, and petunias. Nemesias and zinnias may be sown early in March.

Attention to "Stock Plants"

Old "stock" plants, such as last year's fuchsias, zonal geraniums, cannas, dahlias, and salvias will need attention soon. Dahlias and cannas are likely to be in the form of dormant rootstocks, and these, if sound, can be started into fresh growth soon in gentle heat. They must be freed of all decaying matter. Geraniums and salvias may have a certain amount of unhealthy foliage, which must be removed before they are put into heat. Fuchsias, on the other hand, will be leafless and may be stemless also. Any existing branches should be trimmed to within a few inches of the base, on which dormant buds will soon show signs of life and in due course fresh shoots will supply suitable material for cuttings.

NATIONAL EXECUTIVE COUNCIL

Many Important Topics Debated at December Meeting

The National Executive Council met on December 18. Mr. J. W. Wilkinson presided and the following members attended:

H. Allen
H. J. Altoun
A. G. M. Archibald
W. W. Armitage
E. F. Bacon
J. T. Baker
W. A. N. Baker
F. D. Barton
J. Brown
A. G. Bolton
J. Chaston
J. H. Clark
R. W. Coppock
F. E. Cox
A. B. Day
T. Freeman
A. A. Garrard
A. J. Gould
V. Grainger
D. L. Griffiths
F. H. Harrod
P. H. Harrold
R. E. Heron
W. H. Legh-Smith
G. Llewellyn

THE COUNCIL IN SESSION

W. E. Lloyd
E. H. Mason
F. V. Merriman
C. Newman
T. Nolan
A. Denton Ogden
A. Pinches
H. G. Pope
E. L. Riley
C. A. W. Roberts
C. S. Robinson
Lucas E. Rumsey
J. W. Singleton
R. E. Sopwith
E. J. Stead
G. A. Stone
H. Taylor
L. H. Taylor
J. W. Vince
J. H. Warren
L. Worden
E. A. S. Young
Miss I. Stansfield
Miss L. H. Wooldridge

Apologies for non-attendance were received from Mr. J. L. Holland, Mr. S. Lord, and Mr. D. J. Parry.

SERVICE CONDITIONS AND ORGANISATION

MR. H. ALLEN presented the report of the Committee.

Central Advisory Committee

At the Annual Conference, 1937, the National Executive Council were instructed to endeavour to secure that the functions of the Central Advisory Committee, which the Minister of Health was proposing to set up, should be carried out by the National Joint Council for officers and the Provincial Whitley Councils. In accordance with this instruction a deputation attended on the Minister of Health, Sir Kingsley Wood, on October 20 last. After the Association's case had been put the Minister replied that he thought he could draw a distinction between the work of the Advisory Committee and the Whitley Councils. He was prepared to try to "steer" the Advisory Committee towards co-operating with those Councils, and was of opinion that before long the Advisory Committee would require the advice of the officers. He stated that, although the officers were not to be directly represented, it might be that consultation would bring about such representation, and in any event consultation must be very close.

Joint Advisory Council

A report was submitted of a meeting of the Joint Advisory Council for the Local Government Service which was held on December 7. This Council consists of representatives of N.A.L.G.O., the Trades Union Congress General Council, and various organisations affiliated to the Trades Union Congress. There were discussions concerning the Government's Central Advisory Committee, the Location of Industry, Whitley Councils, procedure in the House of Commons relating to Money Resolutions, Superannuation Act, 1937, question of Statutory Rules and Orders, Population (Statistics) Bill.

Appointments at Inadequate Salaries

The Committee reported that it had decided to refer to its Whitleyism sub-committee the whole question of authorities advertising posts at totally inadequate salaries.

Air Raid Precautions

A report was submitted of a further meeting of the organisations interested in the Government's proposals on air raid precautions. The chief matter under discussion was the compensation payable for death or injury, and it was decided to ask the Home Secretary to afford a further opportunity of discussing the matter with him.

Cost-of-Living Index

Full reports were submitted of the first and second meetings of the Civil Service Statistical and Research Bureau at which the scheme for a "middle-class" cost-of-living inquiry was discussed in detail.

Whitleyism

The Committee submitted a report of the present position with regard to Whitleyism throughout the country. This report stated that the Lancashire and Cheshire Provincial Council had decided on an improvement in the General Division Scale. The previous scale was £130 at age 22, rising by annual increments of £12 10s. to £180 at age 26. The improvement agreed upon is £130 at age 22, rising by annual increments of £15 to £190 at age 26. Further, additional scales have been incorporated within the grading scheme. For a long time past there has been need for additional salary scales to cater for officers who cannot appropriately be accommodated within the existing scales. To avoid this difficulty it is recommended that two new grades be added to the existing scales, such grades to be as follows:

MISCELLANEOUS DIVISION
Section A—£205—£15—£235
Section B—£250—£15—£280

It was also reported that a manifesto had been prepared on "Whitleyism in the Local Government Service" and that it was intended to ask various persons who have for a considerable time been closely associated with the movement to sign the manifesto and agree to its circulation.

Nursing Staffs

It was reported that a deputation might be required to give oral evidence before the Committee of Inquiry set up by the Minister of Health and the President of the Board of Education, and that the Association's representatives had been appointed.

National Health Insurance and Widows', Orphans', and Old Age Pensions

It was reported that it had been decided to make representations to the Ministry of Health on the question of bringing all non-manual workers within the range of the Health and Pensions Act, 1925, by abolishing the present salary limit.

Agriculture Act, 1937 — Veterinary Officers

The committee considered in detail the position of Veterinary Officers in the Local Government Service whom the Ministry of Agriculture and Fisheries propose to take over when their contemplated Central Service is established. It was reported that an application for an interview with the Minister of Agriculture had been made and that it was expected that a deputation would be received within a week.

EDUCATION

THE Education Committee decided to supply each member of the Council with a copy of the Workers' Educational Association Annual Report. It was reported that the Committee had learned that Alderman Derbyshire, Vice-chairman of the Nottinghamshire County Council, had decided to present £60 in prize money for a competition amongst members of the Nottinghamshire County Branch of the Association. Candidates entering for the competition will be required

REPORTS OF THE COMMITTEES

o submit a booklet setting out particulars f the work of the county council and the enefits conferred by local administration on he community. The Committee expressed ppreciation of Alderman Derbyshire's kind ffer.

The Committee received a report on the cholarships awarded during the year and letermined the value of, and institutions at which, certain scholarships should be tenable. The Committee decided to place on the conference agenda a notice of motion with regard o the scheme of post entry training now in course of preparation. It was decided that he notes on the Paris Summer School, prepared by students at the school for the Metropolitan Area Education Committee, should be mimeographed and should be on sale at the nominal price of 1s.

LAW AND PARLIAMENTARY

MR. P. H. HARROLD presented the report of the Law and Parliamentary Committee.

It was reported that, in a friendly test action taken by the Thames Conservancy and members of their staff to determine the superannuation rights of officials under section 76(8) of the Land Drainage Act, 1930, judgment had been given against the officers, and that an appeal had been lodged on their behalf.

The Committee considered the case of an officer who had transferred from a post designated under the Local Government and other Officers' Superannuation Act, 1922, to a post with a local authority who had not adopted that Act, but who adopted it within six months after the officer's transfer. The first authority having refused to pay a transfer value under section 8(1) of the Act, the Committee considered whether they should support the officer in proceedings to determine whether a transfer value was payable. It was resolved that, before proceeding further, the officer should be advised to consider his rights as to the reckoning of his service under the Local Government Superannuation Act, 1937.

A report was submitted on the provisions of the Architects Registration Bill, and also correspondence from supporters and opposers of the Bill, requesting the Association's co-operation. The Committee decided that in view of the divergent interests of the members of the Association the Committee should neither support nor oppose the Bill, but that steps should be taken with the object of securing some further concessions to meet the case of certain members who might be adversely affected by the Bill.

Further to the report submitted at the last meeting as to the provisions of the Workmen's Compensation Act, 1925, in relation to Occupational Disease, the Committee considered replies received from branches as to officers whose duties were such that there was a risk of those officers contracting disease during the course of their employment. It was decided that the Chairman and the Legal Secretary should be authorised to prepare the representations to be made to the Home Secretary and that the Service Conditions and Organisation Committee should be requested to consider the question of circulating branches or local authorities with regard to the insurance of officials not covered by the Workmen's Compensation Act.

In relation to a report submitted at the last meeting referring to the Association's efforts to secure compensation provisions in the Agriculture Bill (which efforts were frustrated because of the terms of the Money resolution relating to the Bill), it was reported that the Prime Minister had stated in the House of Commons on November 9, 1937, that the Government intended "to secure that Financial Resolutions in respect of Bills shall be so framed as not to restrict the scope within which the Committee on the Bills may consider amendments further than is necessary to enable His Majesty's Government to discharge their responsibilities in regard to public expenditure and to leave to the Committee the utmost freedom for discussion and amendment of details which is compatible with the discharge of those responsibilities." It was also reported that the Prime Minister had given notice to move a new Standing Order with regard to procedure on Bills, the main object of which Bills was the creation of a public charge.

Reports were also submitted on action taken by the Association in connection with the Population (Statistics) Bill, and on representations made to the Home Secretary as to the amendment of Section 23 of the Fire Brigade Pensions Act, 1925, in view of the decision in the recent case of *Whelan and Others v. Billingham U.D.C.* A report on the very successful action taken by the Association on behalf of registrars of births and deaths whose duties will be increased as the result of the Population (Statistics) Bill will be found on page 10 of this issue.

Since the October meeting of the Committee a decision had been given on the following compensation appeal which had been made under a County Review Order: Annual compensation allowance granted, £66 9s. 9d.; amount awarded on appeal, £110 16s. 2d.; increase, £44 6s. 5d.

The following cases had been dealt with at headquarters since the last meeting:

Compensation for loss of office or emoluments, 16; conditions of service of transferred officers, 15; superannuation, 146; general legal questions (other than particular cases referred to in the agenda), 48.

FINANCE AND GENERAL PURPOSES

MR. A. G. M. ARCHIBALD, Chairman of the Committee, submitted the report of the meeting of the Finance and General Purposes Committee. The question of the effective membership figure of the Association was considered. It was pointed out that there was often duplication in the summary sheet membership figure due to the fact that members transferring from one authority to another were counted on more than one summary sheet, and it was decided to ask branches to supply the actual membership figure at the end of the branch year. The Committee also gave very careful consideration to the question of assistance to branches and decided that in the case of any branch which claims that it is called upon to meet expenditure which is not common to all branches and which cannot be met out of the percentage of subscriptions retained by the branch, the National Executive Council should intimate that it is prepared to consider an application for special assistance.

PUBLICATIONS & PUBLIC RELATIONS

THE report of the Publications and Public Relations Committee, submitted by Mr. J. H. Warren, in the absence of the chairman, Mr. J. L. Holland, revealed that:

The committee had approved the decision of the Special Journal Sub-committee to retain LOCAL GOVERNMENT SERVICE as a "house-organ."

The committee had adopted suggestions for improving LOCAL GOVERNMENT SERVICE and for the higher payment of contributors.

It was suggested that at the next Annual Conference an hour be placed at the disposal of the Public Relations Committee, who would provide a distinguished authority to speak on some topic of interest to local government officers.

SPECIAL ACTIVITIES

THE report of the Special Activities Committee was presented by the Chairman, Mr. J. W. Singleton. It was decided that another educational tour be arranged for 1939 embracing the American cities of Boston, Philadelphia, Atlantic City, Washington, Richmond, and New York. It was reported to the Committee that Mr. P. W. Williams, Borough Valuer of St. Marylebone, had kindly offered to present a trophy for an Inter-District Bowls Competition, and the Special Activities Committee intimated that it was prepared to authorise an Inter-District Bowls Competition provided the District Committees were willing to support the competition and would bear the cost involved.

BUILDING SOCIETY

MR. J. T. BAKER presented the report of the Nalgo Building Society, which showed that the following enrolments had been made since the inception of the Society: 10,089 members for paid-up and partly paid shares; 1,766 depositors (N.A.L.G.O.), 1,640 depositors (non-members).

PROVIDENT SOCIETY

MR. T. NOLAN, the Chairman of the Committee of Management, reported that at November 25 there were 17,376 members of the sickness scheme, 1,284 members of the death benefit scheme, and 5,302 persons insured under the hospital and nursing home scheme.

Future Policy of N.A.L.G.O.

The Committee of Management received a deputation appointed by the National Executive Council to discuss the question of the allocation of seats on the Committee of Management. After hearing the views expressed by the deputation regarding the constitution of the Committee, it was decided that the relevant rules be amended to provide for the three Trustees, Honorary Treasurer, and seven members of the Committee of Management to be nominated annually by the National Executive Council from amongst its members. It was also decided to adopt the Council's suggestion that no member on leaving the service should be eligible for membership of the Committee of Management, the rules to be altered accordingly.

BENEVOLENT & ORPHAN FUND

THE report of the Benevolent and Orphan Fund Committee was submitted by its Chairman, Mr. A. G. Bolton. It was reported that the Committee felt that the widows in receipt of grants from the Fund needed extra assistance during the winter months, and it had therefore been decided to increase the allowances to widows for the

(Continued at foot of column one, page 24)

MEETINGS OF DISTRICT COMMITTEES

NORTH-EASTERN

Presentation of Chairman's Badge

A PLEASING little ceremony was enacted during the course of the proceedings of the annual meeting of the North-Eastern District Committee at Sunderland.

Mr. V. Grainger called upon Mr. Wm. Donnan, who was formerly divisional secretary for the area. Mr. Donnan said that he had long had a desire, shared by Mrs. Donnan, to commemorate in some tangible way their happy association with the North Eastern District of N.A.L.G.O. They had decided to present to the district committee a badge of office to be worn on official occasions by the chairman. In inviting the National President to accept the badge on behalf of the Association Mr. Donnan asked him to invest Mr. Heron with his badge of office. Mr. W. W. Armitage accepted the gift, and wished success during his year of office to Mr. Heron, to whom the ceremony came as a complete surprise.

EASTERN

Recommendations for Increased Salaries

Prior to the annual meeting of the Eastern District Committee, held at headquarters, the members met at luncheon at St. Ermin's Restaurant, St. James' Park. Mr. W. E. Hudson was re-elected as chairman of the

(Continued at top of next col.)

This attractive little badge should be worn by all members.

There are two types. That for gentlemen is fitted with a buttonhole-stud and that for ladies with a brooch attachment.

It is enamelled in the Association's colours, and gilt.

Have a look at the one your branch secretary is wearing.

Price 1/- each.

(Continued from page 23)

period ending March 25, 1938 by 5s. per week. The report showed that the committee had approved allowances in 363 cases and that on the basis of those allowances the annual expenditure was at the rate of approximately £17,500 per annum.

The Committee was informed that Mr L. Hill had written a book called "The Local Government Officer," which will be published by Messrs. Allen & Unwin at the beginning of March, 1938. The book will be sold at 5s. per copy and all the proceeds from the sale of the book would be devoted to the Benevolent and Orphan Fund.

LOGOMIA

The report of a meeting of the Logomia Board of Management held on December 16, 1937, was presented.

committee, Mr. E. H. Scarlett, elected as vice-chairman, and Mr. E. F. Bacon as secretary.

The annual report was received and adopted, and thanks were expressed to the officers for their work during the past year.

Some discussion took place with regard to a motion by the Essex County Officers' branch that the rules be amended to provide for the appointment of five representatives for a membership not exceeding 500, and six representatives for a membership exceeding 500. This motion was lost.

A full report prepared by the executive committee on the national campaign on salaries and service conditions was considered. It appeared that practically all officers in this area, with the exception of Thurrock U.D.C. officers, are receiving a lower salary than the Association's National Minimum Scales of Salaries, Scale 2, and it was resolved to recommend that £225 should be the minimum salary received by any local government officer at age 27.

The committee considered the analysis of a questionnaire on the cost-of-living.

It was agreed to consent that S.W. Herts branch should transfer to the area of the Metropolitan District Committee.

The recommendations of the National Executive Council as to the appointment of honorary officers of the Association, were endorsed.

SOUTH WALES

A Civic Welcome

The annual meeting of the South Wales and Monmouthshire District Committee was held in the City Hall, Cardiff, on December 4, when over 100 delegates from branches were accorded a civic welcome by the Lord Mayor of Cardiff, Alderman O. Cuthbert Purnell, J.P.

Reports on the work of the Association showed that satisfactory progress had been made during the past year, and that the membership was growing.

Mr. H. A. Fitt, Newport, was unanimously elected Chairman, and the retiring Chairman (Mr. J. W. Clayton) was warmly thanked for his splendid services.

After the meeting, the delegates were entertained to tea by the Lord Mayor, who was thanked for his reception and hospitality.

EAST-MIDLAND

Grants Made to Hospitals

The East Midland District Committee met at Loughborough College on November 20, when Mr. H. S. Sherwin presided over a large attendance of representatives and three members of the National Executive Council.

The chairman referred to the death of Mr. W. S. Holman, and members of the committee stood in silence as a mark of respect.

The executive committee reported that they had made grants to various hospitals, totalling £26 5s., and that they had appointed a Sub-Committee to prepare a report to the N.E.C. in connection with the national campaign on salaries and service conditions.

The members of the N.E.C. reported in full on recent proceedings of the Council.

The Divisional Secretary reported that the Borough of Grantham, the Urban Districts of Arnold and Eastwood, and the West Kesteven R.D.C. had adopted the 1922 Superannuation Act, and that steps had been taken to improve service conditions and to help individual members.

At the close of the meeting the members were generously entertained to tea by Mr. Lucas E. Rumsey, and Principal Schofield welcomed the members to the College

SOUTH-EASTERN

Discussion on Salaries

A record number of members attended the annual meeting of the South-Eastern District Committee at 24, Abingdon Street, on December 11, 1937.

On the national campaign on salaries and service conditions, the Committee considered that the age of 27 years was not one for which a datum line could be suggested. It recommended the Council to adopt a datum line for the age of 21 years, at a salary in accordance with the Association's existing national minimum scales.

Area Education Committee

The Area Education Committee submitted a report of its meeting on November 4 at which a scheme of group education committees was drawn up. Affiliation with the W.E.A. (South-Eastern District) was not recommended as the areas were not co-terminous, but the Committee recommended branches to affiliate with branches of the W.E.A. if they considered it desirable. An estimate of £50 for education work in the district was approved for submission to the N.E.C.

Annual Report

The annual report showed that membership of the district had increased to 5,254, which will give the district an additional representative on the N.E.C. next year. Improvements in service conditions have been secured by many branches.

The District Committee's sports trophies were presented by the Chairman, as follows:

Lawn Tennis: Tunbridge Wells Branch.
Table Tennis: Hastings Branch.
Bowls: East Kent Branch.
Snooker: Tonbridge Branch.
Golf: Mr. J. P. Ward (Kent C.O.).

The Officers appointed for the ensuing year are:

Chairman: Mr. W. A. N. Baker.
Vice-Chairman: Mr. W. H. Routly.
Hon. Secretary: Mr. F. A. Bristow.
Hon. Treasurer: Mr. H. J. Altoun.
Sports Secretary: Mr. S. A. Baker

In accepting re-election, Mr. Bristow informed the meeting that he had recently secured an appointment at Hastings, but had been permitted to continue in office for another year.

The District Committee will be represented at the Blackpool Conference by the Vice-Chairman and the Hon. Secretary.

The Divisional Secretary read an interesting report of a libel case in the district which had been settled to the complete satisfaction of the member concerned.

Mr. Altoun promised to give an account at the next meeting of the work of the Building Society and Logomia.

Following the meeting, the annual luncheon was held at the St. Ermins Restaurant, Mr. J. Simonds, M.A., being the Committee's guest.

Education Correspondents

In the afternoon, following the District Committee, a meeting of education correspondents and branch representatives was held, with Mr. W. Norman King presiding.

Views were expressed on the grouping scheme, which was revised from 3 to 6 groups on the suggestion of Mr. J. Trevelyan. Group secretaries were appointed to form a basis for the launching of an education programme in the South-Eastern district.

Mr. F. Dutton, of Worthing, was appointed Hon. Secretary of the Area Education Committee in place of Mr. F. A. Bristow, who tendered his resignation.

DANGERS OF REGIONALISATION POLICY

President's View that Extension of Tyneside Scheme Would Be a Retrogressive Step

A BELIEF that extension of the Tyneside municipal co-ordination scheme would be a step towards Fascism as expressed by the President, Mr. W. W. Armitage, at the annual dinner of the North-Western and North Wales District Committee, held at Liverpool on December 4. Addressing the Mayors of Birkenhead, Bootle, Wallasey, and Crosby, who attended the dinner, Mr. Armitage said:

"We are to-day only on the fringe of great changes in local government. We have had decentralisation from the central authority, putting more work on County Councils and County Boroughs, until I think that those in charge must feel themselves in a maelstrom of legislation and wondering where the next is coming from.

"What is called 'regionalisation' is going to have a profound effect on local government in this country. I live in a large industrial town, and our great works there went through the process of regionalisation. It would be disastrous if that process were to be applied to local government.

PRICELESS GIFT OF LIBERTY

"I would beg with all the fervency at my command that you, who represent as leaders your different authorities, will keep a watchful eye on legislation of the future. A priceless gift in this life is liberty. An organisation carefully avoids any political opinion, but I say that the responsibility will be more upon the shoulders of you who are elected to serve the people, than upon any other person in this country, by reason of the fact that your own liberty may be assailed.

"I will go even further and say I believe that if that little tittilation of the appetite represented by the Tyneside report should reach further fruition than it has now, it will be one of the first steps towards that dreadful Fascism that is riddling Europe."

N.A.L.G.O. was proud that, throughout its existence, co-ordination and co-operation had been maintained between aldermen, councillors and local government officers. At all times N.A.L.G.O. had been loyal to whatever party was in power.

It had always held the better education of the local government officer in the forefront of its policy. No organisation had done greater work in that direction.

AUTHORITIES CO-OPERATE

Mr. J. W. Singleton, chairman of the committee, who presided, suggested that there was to-day a much better spirit between authority and authority than obtained some years ago. There was a general desire to put into practice conjointly certain social efforts and utility services.

The Mayor of Birkenhead, Ald. C. McVey, J.P., said that although the question of co-ordination and co-operation was becoming more definite on Merseyside, he did not think the time was yet ripe for Regional Councils. They had first to make a determined effort at co-ordination on the simpler questions, such as health services and education.

The Mayor of Wallasey, Ald. A. W. Vicary-Scoins, said that if N.A.L.G.O. pursued the policy laid down in its Charter—as it was doing—it could not fail to assist in building up a local government service which would command an ever-increasing respect both from the general public and from those elected as their representatives. The men who could deal successfully with the work of local government to-day needed trained minds, integrity, tact and industry, and must know how to keep counsel. This was the spirit which N.A.L.G.O. was fostering.

The fact that many men and women in local government were still not members of N.A.L.G.O. was, he suggested, due to want of thought. They willingly took what it had secured, but were not prepared to pay the small price of admission. They would yet come into the Association.

Mr. T. Freeman, Vice-Chairman of the District Committee, welcomed the guests, who included five retired members of the District Committee—Councillor Butterfield, Councillor Lunt, Mr. J. E. Gee, Mr. W. H. Whinnerah, and Mr. C. A. Ruscoe—and Mr. J. Simonds, deputy-general secretary and legal secretary of the Association.

Ald. J. O'Neill, Mayor of Bootle, declared that every Mayor, Alderman, and Councillor would agree on the worth of every individual local government officer. He was proud to associate himself with N.A.L.G.O.

Ald. J. Mason-Guttridge, Mayor of Crosby, said that to a large extent, the high state of local government in this country depended on the loyalty and efficiency of the officials.

Mr. J. Simonds, deputy general secretary, pointed out that the Local Government Superannuation Act, 1937, had secured complete freedom of movement for local government officers throughout the service, without loss of superannuation benefits. The Act would give superannuation benefits to more than 2,000 officers in Liverpool alone.

ANNUAL MEETING

Appeal for Greater Help For B. & O. Fund

At the annual meeting of the district committee, held in Liverpool town hall earlier in the day, the delegates were welcomed by Ald. M. Cory Dixon, Lord Mayor of Liverpool, and by Dr. W. H. Frazer, president of the Liverpool branch.

Mr. C. A. W. Roberts reported on the successful meeting of education correspondents held at the Walton Hospital, Liverpool, on November 27, to discuss and explain the Association's educational policy.

It was resolved to submit the report of the district committee on the national campaign on salaries and service conditions to the National Executive Council.

The attention of the delegates was called to the activities of the Electrical Power Engineers' Association in regard to propaganda amongst members of the sales and consumers' staffs of electricity departments, and branches were asked to watch the position and report developments to the divisional secretary.

The hon. treasurer of the National Association reported that the income of the B. & O. Fund had worsened during the year. Motions seeking to refer the question of a compulsory contribution to the Fund to the B. & O. Committee and to instruct the hon. secretary to ask branch secretaries for their views on the effect of increasing the subscription to the Fund from 2s. 6d. to 3s. per annum, were defeated.

The President, Mr. W. W. Armitage, presented the Alderman Turnbull Shield, awarded to the branch contributing the highest average amount per member to the B. & O. Fund, to the ASHTON-in-MAKERFIELD branch, which had an average contribution of £1 0s. 1d. per head. Mr. Armitage asked delegates to do all in their power to secure an increased income for the Fund so that N.A.L.G.O. might not fail in its obligation to make proper provision for its members in distress.

The following officers were elected to the District Committee.

Chairman	..	Mr. J. W. Singleton
Vice-Chairman	..	Mr. T. Freeman
Hon. Secretary	..	Mr. L. H. Taylor
Hon. Treasurer	..	Mr. J. D. Cannell
Hon. Auditors	..	Mr. J. Broadbent and Mr. F. T. Bromley

It was announced that Mr. E. H. Mason, of Manchester, had been appointed to fill a vacant seat on the Provincial Whitley Council. Mr. A. Clark, of Bolton, and Mr. H. Russell, of Stockport, were elected to represent the district committee at the annual conference at Blackpool in 1938, with Mr. J. D. Cannell, the hon. treasurer, as an additional representative.

Miss I. Stansfield and Mr. T. Freeman reported the proceedings of the National Executive Council.

The next meeting of the district committee is to be held at Rochdale, the date to be determined by the committee.

CONTINENTAL HOLIDAYS WITH N.A.L.G.O. IN 1938

The N.A.L.G.O. Swiss Holidays 1938 Summer programme will be available at the end of January. It has also been decided to extend similar arrangements to include Paris, Nice, Beaulieu, Mentone, French Riviera, and the Basque Coast.

The slip below, completed and forwarded to Headquarters, will ensure that you will receive a copy of the brochure when it is available. Please complete it now.

I am interested in arrangements made by N.A.L.G.O. for Holidays in

SWITZERLAND
FRANCE

Please send me the Summer Programme, 1938, when available.

Signed.....

Address.....

.....

.....

To N.A.L.G.O. (Special Activities Dept.), 24, Abingdon Street, Westminster, S.W.1.
(½d. postage only required.)

SCOTTISH NOTES

Membership Doubled in Ten Years | Advance in Service Conditions | Education Activities Extended

THERE was a large attendance at the annual meeting of the Scottish Council held in Glasgow on December 11. The report showed that during the year the membership had increased by 500 and had doubled since 1927; service conditions had improved; the compulsory Superannuation Bill had been placed on the statute book at the close of last Parliamentary session; and the Scottish Whitley Council for the technical, clerical and administrative services had begun to function. A larger number of members had taken advantage of our educational facilities; a number of superannuation schemes and grading schemes had been adopted by councils and legal aid had been given. The Benevolent and Orphan Fund had distributed £500 in grants during the year. Our subsidiary societies, particularly the Provident Society, showed a considerable increase in membership. Mr. J. Weir Neilson submitted the financial statement, and he was heartily thanked.

Nurses Admitted to Membership

Two minutes of the Executive Committee were approved. The first dealt chiefly with a review of service conditions throughout Scotland and a suggested grouping of Local Authorities, within which uniformity in service conditions might reasonably be expected. The second minute dealt with the organisation of nursing staffs. It recommended the admission of nursing staffs in local government institutions, and that a special circular of a simple character be sent to all such nurses inviting them to join the Association

Mr. H. D. Ferguson submitted a report of the law and parliamentary committee stating that successful legal action had been taken on behalf of a member; that three opinions of counsel had been obtained and that in two disputed superannuation cases it was recommended that support be given the members concerned in arbitration proceedings.

Scales of salaries of the Sanitary Inspectors' Association of Scotland and of the Society of Inspectors of Weights and Measures were remitted to the executive for consideration

No Thrift Secretary

On the motion of Mr. S. H. Brodie it was agreed to discontinue the office of Thrift Secretary.

The Chairman moved a resolution for the alteration of the rules of the District Committee to bring them into line with the new constitution of the Benevolent and Orphan Fund, and this was approved. Mr. Archibald was reappointed chairman of the District Committee; Mr. R. M. Campbell, B.L., of the Town Clerk's Department, Edinburgh, vice-chairman; Mr. J. Weir Neilson, hon. treasurer; Mr. J. M. Mortimer, hon. secretary; and Mr. Peter MacLean, B. & O. Fund secretary

ANNUAL BRANCH MEETINGS

The first of the annual branch meetings was held in **Falkirk.** There was a large attendance, over which Mr. J. Harley, Town Chamberlain, presided, whilst the Divisional Secretary addressed the meeting. Mr. A. Balfour Gray was elected president for the ensuing year. The membership of the branch is now 80.

On the following evening the **Renfrewshire** (Paisley & District) Branch held a well-attended meeting. The Divisional Secretary explained the position of the Whitley Council for Scotland and the steps that were being taken with a view to the adoption of National Scales of Salaries. It was agreed to ask Paisley Town Council to revise their scale of salaries which were considered much too low.

On the same evening the **Eastern Border Counties** Branch held their annual meeting.

The first week of annual meetings ended with that of the **Fife** Branch in Dunfermline. There was much keen discussion on the formation of area committees, a proposal which was finally approved. At the outset Mr. William Wilson occupied the chair, but he gave it up to the new president, Mr. L. B. Dymock, on his election. The annual report showed an increase of 44 in the membership.

At the annual meeting of the **Dumbartonshire** Branch, Mr. Robert Urquhart, retiring president, presided over the largest attendance ever recorded at Dumbarton. Mr. E. T. Collins was elected president. Mr. John Brown, who had been hon. treasurer and secretary of the branch for the past nine years, desired to be relieved of these offices and the branch proposes to make suitable recognition at the annual whist drive and dance. Miss Hilda M. Monaghan, Assessor's Department, Clydebank, is the newly appointed secretary and treasurer. The annual report showed that the branch had enrolled 71 new members during the year. This is the largest increase in any one year since the inception of the branch. Increases in salaries to offset the increased cost of living were discussed, and the branch unanimously agreed to ask the Association, through the Divisional Secretary, to render what assistance was necessary in this matter. It was the most enthusiastic meeting this branch has ever held.

The annual general meeting of the **Glasgow** Branch was held in the "Gordon" Restaurant, Glasgow. Dr. A. S. M. MacGregor, Medical Officer of Health, presided over a very lively meeting, and the platform party came in for much heckling. It was a pleasant change from the customary apathy, and the officers of the branch found it quite stimulating. The meeting did impose its will in one direction, when it instructed the executive favourably to consider changing its bank. This particular item provided headlines in the popular press, but the report was grossly exaggerated.

Lanarkshire annual meeting was held in Glasgow, and there was a large attendance. Before the business tea was served. The report showed an increase of 49 in the membership. Mr. James Brown was elected president of the branch. It was decided to appoint a special salaries committee, composed of one member in receipt of a salary of over £450 and six others from grades below that figure. The B. & O. Fund subscription was made compulsory. At the **Stirlingshire** annual meeting it was stated that the membership had increased by 2(and that scales for juniors in the county had improved. At the **Wigtownshire** meeting in Newton Stewart the Divisional Secretary spoke on the subject of Whitleyism and answered questions.

West Lothian held their meeting at Linlithgow in an ancient building, said to be the house of the Spanish ambassador in Queen Mary's time. It is now the office of the Public Assistance Department. The report showed an increase of 23 in the membership, and that the County Council had decided to adopt a voluntary superannuation scheme.

Edinburgh Branch had an increase of 32 in membership. Mr. Allan W. Ritchie was elected president.

Before the members of **Dumfries** Branch held their meeting they had dinner together at the King's Arms Hotel. The report submitted showed that during the year the superannuation scheme of the burgh and a new grading scheme had come into force, and that membership had increased. The Divisional Secretary, who addressed the meeting, agreed to explore the possibilities of a superannuation scheme for the county under the 1922 Act.

At the **Greenock** Branch meeting the report showed an increase of 19 in the membership, and that Greenock Chamberlain's staff had been graded. Mr. Donald MacLean was appointed president.

Winter Terms at NALGO'S

North Wales Hotel
(RHOS-ON-SEA)

7/- per day
(public holidays excepted)

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For Brochure and Booking Form, apply
RESIDENT MANAGERESS,
Cefn-y-Mynach Private Hotel,
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COLWYN BAY, NORTH WALES

BRIDGE FORUM

by Neville Hobson

COMPETITION

THE six questions submitted for the Competition appearing last month are repeated below, together with the cial answers. As there is scope for different wpoints, however, one or two of the problems ll be discussed next month.

1. What should South bid as Dealer, at ve all (first game), holding:
S. x.
H. K, Q, J, 10, 9, 3.
D. K, x.
C. A, x, x, x.
Answer: 3 Hearts.

2. What should South, with a Love score, d as Dealer (with himself and partner a game wn), when holding:
S. Q, x.
H. A, x, x, x.
D. x, x.
C. A, K, Q, J, x.
Answer: 1 Club.

3. What should West lead against a Contract id of 2 Spades by South, holding:
S. Q, x, x.
H. Q, 10, x, x.
D. 9, 7.
C. K, J, x, x.
Answer: 9 of Diamonds.

4. What should West lead against a No rump declaration by South, holding:
S. K, J, 10, x, x.
H. x, x, x.
D. Q, x.
C. J, 10, x.
Answer: Jack of Spades.

5. South is endeavouring to make 3 No Trumps for Game. West holds the following, from which he leads a small Spade.
S. A, Q, 9, x, x.
H. J, x.
D. Q, x, x.
C. 10, 9, x.
In reply to this Spade lead, his Partner East (who has not bid) plays the 10, and South wins with the Jack. South then plays the Ace of Diamonds, and follows with the King—his presumed object being to make the 4th Diamond in Dummy at a later stage (Dummy holding Diamonds 10, x, x, x and one card of Entry).
What should West play on South's second lead of the King of Diamonds?
Answer: Queen of Diamonds.

6. South is playing a bid in Hearts as original Declarer, no other declaration having been made.
West leads the King of Spades. Before anyone else has played, he takes an unseen card and holds it ready to play to the next trick. The King of Spades wins, and West immediately plays a trump. South objects and claims a penalty under the laws for West giving information to his partner that the King of Spades was a winner by anticipating the next lead.
What penalty, if any, can be enforced by South?
Answer. No Penalty. Offence against "Proprieties."

(Continued at foot of next column).

A NEW IDEA IN INSURANCE for Local Government Officers

A NOVEL plan to overcome the insurance problems of men and women in the local government service in connection with the Local Government Superannuation Acts passed this year, has been adopted by the Insurance Department of N.A.L.G.O.

Although the Superannuation Acts empower the Minister of Health and the Secretary of State for Scotland, to make rules under which an officer who becomes entitled to a superannuation allowance otherwise than by reason of ill-health can allocate part of such allowance to provide a pension for his widow, if he dies whilst still in the service, the widow will receive only the superannuation contributions he has paid, with interest—a sum too small to secure a reasonable annuity. Existing Life Assurance schemes fail to bridge this gap, and the Life Department of N.A.L.G.O. has therefore introduced a policy which will do so. The Association's Family Income Policy will now enable a local government officer to secure an income for his dependents from the date of his death for any period up to 30 years from the commencement of the policy.

How it Works

Figures often speak much more clearly than words, and the following example of a 30 year Endowment Family Income Policy for £1,000, with an income benefit in addition if death occurs within the 30 years, will show how, by means of this Assurance, the gap in the provision for widows' pensions may be bridged:

Assuming the Policy is taken out at age 30 years next birthday, the sum of £1,000 is payable at age 60 years if death has not occurred previously. If, however, death occurs during the 30 years, the Policy provides for the following sums to be payable:

I. £200 on death.
II. £3 a week until age 60 years would have been attained.
III. And then a further £800.

Existing assurance schemes only cover an annuity period up to 20 years, whereas the Policy recently introduced by the Insurance Department of N.A.L.G.O. provides for a period up to 30 years. By this means it is, therefore, possible in practically every case for the family man to make the appropriate provision for safeguarding the future of his wife and children. An interesting circular on this subject has just been issued to Local Correspondents of N.A.L.G.O., and if you have not had a copy, do not fail to ask for one, either from your Correspondent or direct from the Life Department of N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

(Continued from previous column)

AWARDS

The Winners were as follows:

(1) and (2) equal: Mr. F. B. Wibberley, Friargate House, Derby; Mr. J. A. Smith, Works Department, Greenwich Borough Council, London, S.E.10. (3) Mr. R. D. Gaunt, 13, Cross Green Road, Dalton, Huddersfield.

A copy of Culbertson's new Official Summary has been sent to the above.

As, however, the following competitors gave 5 correct answers out of 6, four Consolation prizes have been awarded, consisting of "Culbertson's Contract in ten minutes." Miss M. Holman, 34, Grosvenor Avenue, Carshalton, Surrey; Mr. W. J. Hull, Town Hall, Mitcham; Mr. John Porter, School Medical Inspection Offices, 3, Clydesdale Street, Hamilton; Mr. A. J. Robertson, County Buildings, Ardross Street, Inverness.

SALARIES AND THE BIRTH-RATE

Junior Officer's Plea

THE recent debate in the House of Commons on the problems raised by the falling birth-rate gives added interest to a letter signed by "Hawk," which appeared in the November issue of the GUILD JOURNAL, *organ of the Manchester Municipal Officers Guild.*

"May I," he asks, "draw attention to the unfortunate position of junior members of the professions and of commerce, who suffer under the tradition that their remuneration should be for so many years inadequate to their needs? For example, a municipal employee of 21 receives in Manchester £2 3s. 0d. per week, from which compulsory deductions are made of perhaps three shillings, and from his small balance provision must be made for travelling expenses, lunches, subscriptions, and clothing, before any contribution can be made to the home.

"Obvious social results of the system are the retarding of the age of marriage, small families, a great disparity of age between parents and children, and incidentally, only four generations of the clerical and professional classes to five of the artisan class, who are able to marry in their early twenties. In addition, juniors have to ostracise themselves from the social class for which they have been educated, and are unable to keep pace with the more highly-paid artisan circles. The effect of this restriction and ostracism is not unimportant when it leads to neurosis and an underdevelopment of personality.

"The younger generation is incapable of remedying the system unaided, and it lies with the older generations to assist in obtaining this necessary social reform.

"Under Continental dictatorship the problem is recognised, and is being met experimentally by means of state assistance, whereby a young man is able to found a family while training for his profession, but under democracy nothing but a complete change of thought will alter the system. While the Association is concerned with minimum scales of salary, might I suggest that it should consider this point?"

HOSPITALS YEAR BOOK

For all connected with hospital administration the "Hospitals Year Book," 1937, published under the authority of the Central Bureau of Hospital Information, is indispensable. It contains complete information relating to all hospitals, whether municipally owned or otherwise.

STOMACH PAINS

A word of warning

It is high time that someone spoke freely and fearlessly about pains in the stomach.

No one can, no one *dare* let stomach pains continue unchecked, however slight they *seem*.

Equally futile, sometimes equally dangerous is the habit of taking 'any old remedy' that claims to remove pain.

It may not be very difficult to find a remedy to lull your stomach pain *temporarily*. Even old fashioned treatments—bicarbonate and the like—may soothe pain *for a time*.

And there's the danger! You must never rest content with this temporary relief. Every pain, remember, has a cause. That cause you must find and destroy *scientifically* with Maclean Brand Stomach Powder.

If you have a touch of Indigestion, Maclean Brand Stomach Powder will remove every trace of discomfort in double-quick time. Even in cases of the dread gastric and duodenal ulcer, the use of this soothing specific has often saved an operation.

Don't delay, for your own sake. The next time you feel stomach pains, no matter how slight, take Maclean Brand Stomach Powder. Your pain will go for good.

Be sure to ask your chemist for the genuine MACLEAN BRAND Stomach Powder with the signature "ALEX. C. MACLEAN." It is not sold loose but only in 1/3, 2/- and 5/- bottles in cartons of Powder or Tablets. Also in handy pocket tins of Tablets, 9d.

NEW PENSIONS LEGISLATION

Advice to Voluntary Contributors

THE following letter, together with a "form of election," was dispatched to all voluntary contributors of the Nalgo Approved Society on December 6, 1937. Any voluntary contributor who may not have received one, by reason of a recent change of address, should communicate with the secretary immediately.

DEAR SIR OR MADAM,

You have probably seen from various notices in the press and in LOCAL GOVERNMENT SERVICE that a new Pensions Act is to come into operation from January 3, 1938.

The new scheme not only gives certain persons who have not hitherto had an opportunity to become voluntary contributors, a right to insure themselves for Pensions purposes but it gives existing voluntary contributors the right to choose one of the following courses :

1. To continue insurance as at present, thereby remaining entitled to a Pension under the original Pensions Act and Health Insurance as hitherto. (Only one card is stamped for Health and Pensions insurance.)
2. To continue Health Insurance and transfer Pensions insurance to the conditions of the new Act. This will mean stamping two insurance cards.
3. To discontinue Health Insurance and transfer Pensions insurance to the conditions of the new Act.
4. To continue Health Insurance and discontinue Pensions insurance.

Before making any decision, the benefits obtainable under the present Pensions Act and Health Insurance should be very carefully considered.

Your weekly contribution at the moment is :

IF OVER £250 PER ANNUM—1s. 5d. men, 11d. women.

IF UNDER £250 PER ANNUM an extra 3d. is paid for Medical Benefit.

This being divided into Health Insurance and Pensions as follows :

Over £250 per annum.

MEN		WOMEN	
N.H.I. ..	6d.	N.H.I. ..	5½d.
PENSIONS	11d.	PENSIONS	5½d.
Total	1s. 5d.	Total	11d.

Under £250 per annum.

MEN		WOMEN.	
N.H.I.	6d. and 3d.	N.H.I.	5½d. and 3d.
PENSIONS	11d.	PENSIONS	5½d.
Total	1s. 8d.	Total	1s. 2d.

HEALTH INSURANCE

Advantages of Maintaining Contributions

I do not think I need take up much of your time in pointing out the advantages of continuing your insurance under the National Health Insurance Act.

Taking the average case of an officer contributing at the rate of 6d. per week (that is 26s. a year), a man is covered for sickness benefit of 15s. per week for 26 weeks to be followed by disablement benefit of 7s. 6d. per week for duration of illness, and a woman (single or widow) contributing 5½d. per week (i.e., 23s. 10d. a year) is covered for sickness benefit at the rate of 12s. per week for 26 weeks to be followed by disablement benefit at the rate of 6s. per week for duration of illness.

In addition to sickness benefit, both men and women are entitled to the additional benefits given by the Approved Society, including 100 per cent dental treatment and 50 per cent towards the cost of dentures ; 100 per cent, with a maximum of 25s. for optical benefit, and an additional grant of £1 1s. for a consultation with an ophthalmic surgeon where specially recommended by the doctor or optician ; 75 per cent with a maximum of £5 towards surgical appliances ; 100 per cent., with a maximum of £2 2s. per week, for a period not exceeding four weeks, towards cost of maintenance in hospital ; special grants where members are in want and distress ; free residence at the Society's Convalescent Home, and a refund of the railway fare to and from Matlock.

Although sickness and disablement benefit ceases to be payable on attaining the age of 65 years, members remain entitled to the additional benefits and medical benefit for life. Another point that must not be lost sight of, voluntary contributors with a salary in excess of £250 p.a., if on retirement at age 65 their income falls below £250 p.a., will be entitled to medical benefit (i.e., services of a Panel Doctor) although contributions may never have been paid whilst insured.

I think you will agree with me that no commercial insurance company can offer such benefits on such a low premium and without regard to age at entry.

PENSIONS BENEFIT

Contribution Test

The next question to be decided is which is the best method to be adopted for Pensions benefit. I think one of the greatest differences in the present scheme and the scheme to come into force in the New Year is the contribution qualification for both the Widows' and Old Age Pension. Under the original Act, whilst a voluntary contributor is required to pay at the least 45 contributions to keep the membership effective, a member is not penalised if he satisfies the following contribution test :

> That at least 39 contributions in respect of the Old Age Pensions and at least 26 in respect of the Widows' Pension (including weeks of sickness and genuine unemployment) must have been paid by the insured person on the average in each of the three contribution years immediately prior to the date on which the Pension becomes payable.

It will be remember that under the existing Act members are excused contributions for all periods of duly notified sickness.

On referring to the circular A.S. 261, prepared by the Ministry of Health to explain the new Act, it will be noticed that a reduced Pension will be payable unless an average of 50 *weekly contributions a year is maintained throughout the period of insurance.* Also, that contributions will not be excused for periods of duly notified incapacity, but if the person is engaged in a gainful occupation an allowance will be made in respect of an illness exceeding 13 weeks. Therefore, if a member contributing under the new scheme is obliged to retire on account of ill-health prior to his 65th birthday, he would not be allowed contributions on account of incapacity, as he would not at that time be engaged in a gainful occupation.

In addition to the foregoing, members eligible to be treated as elderly voluntary contributors (those who, on reaching the age of 60 (men) or 55 (women), have been continuously insured for 10 years are entitled to keep their Pensions insurance effective by paying 26 contributions per annum) *will lose this privilege if they choose to contribute under the new Act.*

(Continued at foot of next column)

"Shadow" Food Control Plans

THE Board of Trade has decided to establish throughout Britain a "shadow" organisation as part of the plans for controlling the supply and distribution of food and feeding-stuffs in the event of an emergency.

It is intended that this organisation should act as a Food Control Committee in the area of each local authority, as during the period of food control in the Great War.

Great Britain, excluding London and the Home Counties, will be divided into 15 Divisions for each of which a Divisional Food Officer has been appointed. In addition a Chief Divisional Food Officer has been appointed for Scotland. Each officer will, at an early date, approach the local authorities in his division and discuss arrangements for setting up the proposed "shadow" organisation.

In London and the Home Counties, Divisional Food Officers will not be appointed for the present ; the Food (Defence Plans) Department will itself approach local authorities in these areas and generally undertake, for the time being, the work which in other parts of Great Britain will be performed by the Divisional Food Officers.

NALGO (METROPOLITAN DISTRICT) OPERATIC AND DRAMATIC SOCIETY

will present

the famous Musical Play

"MISS HOOK OF HOLLAND"

(Lyrics and Music by Paul Rubens),

at

KING GEORGE'S HALL,

Caroline Street, W.C.1,

on

Wednesday, Thursday, Friday, and Saturday, the 16th to 19th February, 1938.

Prices of Admission : Stalls and Circle, 5s., 3s. 6d., 2s. 6d. ; Side Balcony, 1s. 6d. (including tax).

IN AID OF BENEVOLENT AND ORPHAN FUND.

NOTE.—Parties of 8 and over attending the first two performances (Wednesday and Thursday) will be admitted at the following reduced prices : Stalls, 4s., 2s. 6d., 2s. ; Circle, 3s. 6d., 2s. 6d., 2s. (including tax).

Remember the dates and book early to avoid disappointment.

Tickets from : The Honorary Business Manager (W. J. Upton), 12a, Shieldhall Street, Abbey Wood, S.E.2, and 24, Abingdon Street, Westminster, S.W.1. (Telephone : WHItehall 9351.)

(Continued from preceding column)

I have endeavoured to point out to you the advantages of continuing your Health Insurance and to continue contributing under the existing scheme of Pensions insurance, and it is now your duty to elect the method of insurance that you propose to adopt in the future. For the convenience of every voluntary contributor, I am enclosing herewith a postcard on similar lines to the "form of election" included by the Ministry of Health in Form A.S. 261. If you will complete the postcard and drop it in the nearest pillar-box (we will pay the postage) within the course of a day or two, I shall be very much obliged.

Any member failing to complete, and return the postcard before *March 31st*, 1938 will automatically be transferred to the new scheme of Pensions Insurance.

Yours faithfully,

L. HILL, *Secretary.*

This sketch by no means exaggerates the faults and omissions seen in the average lounge suit

. . . badly cut collar standing away from the linen collar . . . waves and billows across the back under coat collar . . . coat is tight across the back (a beautiful fit, Sir!) but oh! so uncomfortable . . . the coat is short and the trousers seat too large – a horrible combination . . . trousers are too short and badly cut so that they will catch in the back of one's shoes. There's more in a good suit than a reasonable "fit" . . . for the little extra something patronise a practical tailor rather than just a retailer selling clothes

I am a cash tailor, but as Public Officials are responsible people I offer them *comfortable credit terms on the actual cash prices I charge the public, plus 2½% for clerical expenses*

4½ GNS FOR A SUIT OR OVERCOAT

For style, comfort and value, next time try

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1745 Stuarts

A SUPERANNUATION PROBLEM

Reckoning Service of Employees over 65

AN interesting point arises with regard to the position of employees who are over 65 when their posts become designated under the Local Government and other Officers' Superannuation Act, 1922, and who, by virtue of their service being extended in accordance with the proviso to section 6 (3) of that Act, may remain in office until April 1, 1939. Employees of that class who do remain in office until April 1, 1939, will become contributory employees under the Local Government Superannuation Act, 1937.

The effect under the 1922 Act of the designation of their posts is that service up to the date of designation ranks for superannuation purposes. Therefore, if an employee is 66 on the day his post is designated under the 1922 Act, and if, up to that day, he has completed 20 years' service, he would be entitled to a pension under that Act calculated on 20 years' service. He would not, however, be entitled to any superannuation allowance in respect of extended service.

DEFINITION OF "SERVICE"

In section 40 (1) of the 1937 Act "service" is defined as :

"Service rendered to any local authority after attaining the age of eighteen years and before attaining the age of sixty-five years, and includes, in the case of a contributory employee who first became subject to provision for superannuation on the appointed day and had then attained the age of sixty-five years, service rendered after attaining that age and before the appointed day, but does not include service in any employment if the person in question has already become entitled in respect of that service in that employment to a superannuation allowance under this or any other Act."

It will be noticed that according to that definition service after the age of 65 can only be reckoned in the case of a contributory employee who *first* becomes subject to provision for superannuation on April 1, 1939. An officer who, immediately before April 1, 1939, holds a designated post under the 1922 Act will not be a person who *first* becomes subject to provision for superannuation on April 1, 1939.

EFFECT ON EMPLOYEES

The effect of that definition on employees who were over 65 at the time when their posts became designated under the 1922 Act will be that, if and when they become contributory employees under the 1937 Act, their service for the purposes of the 1937 Act will only be reckoned up to the date when they attained the age of 65, and will not be reckoned up to the date of designation under the 1922 Act.

From the foregoing it will be seen that in certain cases it would be possible for an employee who has attained the age of 65 to be entitled to a superannuation allowance under the Act of 1922 on ceasing to hold office, although he would not be entitled to a superannuation allowance at all if he were to continue in office until the new Act came into operation.

Take the case of an employee whose post is designated under the Act of 1922 on April 1, 1938. At that date he is 66 years of age and he has just completed 10 years' service; he would be entitled to a superannuation allowance under the Act of 1922 on the basis of 10/120ths. If his service is extended by resolution in accordance with the proviso to section 6 (3) of the Act of 1922, none of that extended service will count for superannuation purposes.

If he remains in office until April 1, 1939, he will, under the new Act (as he is not a person who becomes subject to superannuation for the first time) only be entitled to reckon service up to the age of 65, and that would give him only 9 years' service, which would be insufficient for him to be entitled to any superannuation.

In view of the position which arises because of the definition of service contained in the 1937 Act, an employee who has attained the age of 65 and who holds a designated post under the Act of 1922, ought to have his service terminated and superannuation granted to him under that Act before the appointed day under the Act of 1937.

PUBLICITY FOR LOCAL GOVERNMENT

£60 in Prizes for Brochure

A novel scheme for securing wider publicity for the work of local authorities was put forward at the annual dinner of the Notts County Council Branch of N.A.L.G.O. held at Nottingham on December 9.

Alderman J. N. Derbyshire, Vice-Chairman of the County Council, referred to a recent statement at a council meeting that the ratepayers did not realise how much the authority did for them. It was suggested that the Council should prepare a booklet outlining its services and their importance to the individual ratepayer.

Expressing full support for this suggestion, Ald. Derbyshire said that he had decided to offer prizes of £30, £20, and £10 for the best essay on the County Council's work suitable for circulation to the ratepayers. The competition would be open to members of the Council's staff who were also members of N.A.L.G.O., and he proposed to submit the winning essay to the County Council with the suggestion that it be printed and distributed to ratepayers over the author's name.

Mr. K. Tweedale Meaby, President of the Branch, who was in the chair, thanked Ald. Derbyshire for his generous offer.

Mr. W. W. Armitage, President of N.A.L.G.O., responding to the toast of "The Visitors," proposed by Dr. G. G. Buchanan, said that the Association had decided to extend still further its work of educating the local government officer and the public. We were only on the fringe of possible extensions in local government, but whatever changes the future might bring, N.A.L.G.O., whose influence to-day was higher than it had ever been, was fully alive to its responsibilities.

ICE-SKATING SECTION

The Metropolitan District has found a new activity for its members by launching an ice-skating section. In addition to stimulating interest in a healthy and enjoyable sport, the section has secured reduced rates of admission to leading ice rinks and supplies equipment at advantageous terms.

Local rink secretaries have been appointed at each rink to arrange for members to learn to skate or to practise in figure-skating, ice-dancing or speed-skating.

A list of rinks at which reduced charges may be obtained will be supplied on request by Mr. J. P. L. Branson, Town Hall, Kensington, W.8.

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The Winter Sports season is now in swing. Ski-ing, Skating, Curling, Bob-slc runs—sunshine and snow!

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"I am pleased to tell you that in 19 months I have been able to pass the Senior Certificate of the College of Preceptors and the Sanitary Inspector's Qualifying Certificate (London, 1937). I must thank you for the help you gave me in your two courses I took with you." (Sgd.) *C. S.*

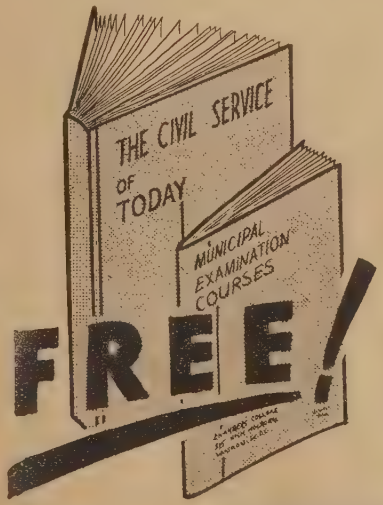
MEAT and FOOD INSPECTION
Wolverhampton (1.7.37).
"I wish to add my appreciation to your already well-known course in Meat and Food Inspection. I am very pleased to say that I was one of the sixteen successful candidates who passed last month at Birmingham, thanks to your course." (Sgd.) *S. Reeves.*

COLLEGE OF PRECEPTORS
Liverpool (21.7.37).
"You will be pleased to know that I passed the senior examination of the College of Preceptors with distinctions in English and Mensuration." (Sgd.) *A. C.*

INSTITUTE OF HYGIENE
Hendon (14.7.37).
"I have much pleasure in writing to let you know that I passed both my exams. at the Institute of Hygiene. It was no doubt due to the excellent teaching of your College." (Sgd.) *J. F.*

INDIAN POLICE
Maidstone (19.11.36).
"Your coaching was of great assistance to me last June when I sat for an examination at Burlington Gardens. I managed to pass this examination and was first man on the list for French." (Sgd.) *J. O'B.*

SUCCESSFUL AT R.O. EXAM.
Bury (6.8.37).
"I am very pleased to be able to inform you that I have been successful in obtaining the Relieving Officer's Certificate. The College course was, I am certain, responsible for my success which, to say the least, was surprising, taking into consideration the fact that I had not completed the course. (Sgd.) *H. R.*



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PERSONAL

RESIGNATION OF Mr. A. W. ALLEN

Gift of Local Branch

Mr. A. W. Allen, M.A., the Director of Education for Hornsey, resigned his appointment owing to continued ill health, and left the service of the Authority on December 31.

After leaving St. John's College, Cambridge, in 1903, Mr. Allen was engaged for some years as a teacher. His first administrative appointment was on the staff of the elementary education department of the Lancashire County Council, and he was appointed as Director of Education for Hornsey in 1911.

Mr. Allen has always been an active member of N.A.L.G.O. Whilst in Lancashire he was a prominent member of the County Branch and whilst in Hornsey he was President of that branch for five years. He was a member of the Standing Joint Committee of N.A.L.G.O. for some years and has attended the annual conference every year since 1927 as the representative of the Association of Directors and Secretaries.

The Hornsey Town Council presented him with an illuminated address.

He has taken up his residence at New Milton, Hampshire. He is a keen gardener, but cannot now actively participate in his favourite hobby.

The laying-out of his garden to his own plan is to be undertaken at the cost of the local branch and the Hornsey teachers.

Mr. A. W. Allen

Mr. W. T. Hunt

CROYDON'S SECRETARY RETIRES

Long Term of Office

AFTER acting for eighteen years as honorary secretary to the Croydon branch, Mr. W. T. Hunt retires this January, from the service. Mr. Hunt was a "foundation" member of the branch (formed in 1912), and in 1917 became hon. secretary, a position which he held until the annual general meeting last November. At this meeting he was presented with a cheque as a token of his colleagues' esteem. For twenty-two years he served on the Metropolitan district committee, taking an active part in its work.

Mr. Hunt's sincerity in all that he has done to help the work of N.A.L.G.O. is remarkable, for by his manner and tact he assisted to obtain many of the benefits the staff now enjoy.

When he became secretary, the branch membership numbered 211, whilst now it is well over 500. During his term of office as branch secretary, in handling the work of N.A.L.G.O. ancilliaries, over £22,000 passed through his hands.

The branch is organising a supper to take place this month, when members will have an opportunity of wishing him a long and happy retirement.

BOROUGH SURVEYOR RETIRES

Authority on Seamanship

Mr. D. R. Bolt retired after fifty years' service at Poplar, during which he rose from the position of junior assistant to deputy borough surveyor.

He has displayed an interest in navigation, since, as a boy, he sailed round the world. To-day he is an authority on sailing ships of the past century.

He has always taken a keen interest in N.A.L.G.O. matters, having served on the branch executive for many years.

This retirement is a matter of regret to his colleagues, who wish sincerely for his future welfare.

FORTY-TWO YEARS IN BOLTON PARKS DEPARTMENT

The long service of Mr. T. Bent was recognised at a presentation gathering at the Town Hall, Bolton, when the Mayor, Ald. Halstead, and members of the Parks Committee attended.

Mr. Bent is President of the branch and has retired after 42 years' service in the Parks department, the last 20 years as superintendent. He was presented with an oak electric clock.

TOWN CLERK OF NEWPORT (I. of W.) TO RETIRE

A bookcase was presented by fellow members to Mr. T. Ross Pratt, president of the branch, at a dinner held in his honour.

In May, Mr. Ross Pratt will vacate the office of town clerk of Newport, Isle of Wight. He has had 45 years' experience of local government, 32 of which have been spent at Newport.

NEW APPOINTMENT

Mr. Herbert Rayworth, accountancy and internal audit assistant of Sale, will take up a new appointment as deputy accountant to the Penrith Urban District Council on the 24th of this month. Mr. Rayworth has had six years' experience in the Earby Urban District Council, and two years in the treasurer's department at Skegness.

GUEST OF HONOUR

Mr. J. Collins, who recently retired, was the guest of honour of the Dukinfield branch, when he was presented with a dining-room table and chairs. The presentation was made on behalf of the officials by Dr. C. Starkie, chairman of the branch.

GOLDEN WEDDING

The golden wedding of **Mr. and Mrs. R. Jones** was celebrated on December 17. Mr. Jones was for many years a sanitary inspector at Bethnal Green, where he was a keen member of N.A.L.G.O.

ADDITIONAL INSPECTOR APPOINTED

Mr. A. J. Clark, inspector under the Shops Acts for the Heston and Isleworth borough council, has been appointed additional inspector under the Shops Acts to the Wembley Borough Council.

OBITUARIES

Mr. W. R. DAVIES

Mr. W. Raymond Davies, deputy accou of Cardiganshire, died at the Aberyst hospital on November 28, after a brief ill He was 41.

Mr. Davies, was born at Hafordwest, went Aberystwyth 1925, as fin clerk to the ed tion comm and for th five years h sta as deput count the a clerk, wh e exec recentl the year mend en to pr increased b rship in the hi new record was s h i Pembrokeshir was the first ho ary secretary, holding that office for m years. He played a prominent part in prest ing the county council to adopt the Supe nuation Act.

Mr. W. G. COOPER

Mr. W. G. Cooper, chief sanitary inspec to the Bournemouth Corporation for 42 ye died on November 27, aged 80. He retire 1929, but was retained by the Corporation an honorary consultant. Mr. Cooper had b a member of N.A.L.G.O. for many years, was a keen supporter of the cricket section the branch.

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METROPOLITAN DISTRICT BOWLS

Hot Suppers at General Meeting

A record total of 37 members from branches attended the annual general meetin of the bowls section of the Metropolita District, held at the Paddington Bowling an Sports Club on December 10.

After minutes had been approved, office elected, and competitions, matches, rule votes of thanks "executed"—in about fiftee minutes—the members enjoyed two hours o indoor bowling in the fine pavilion, followed b one of the club's famous hot suppers.

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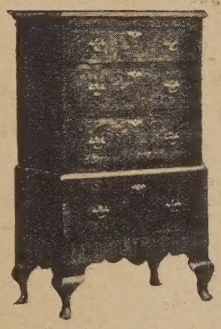

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EWS FROM THE BRANCHES

EAST HAM PRESENTATIONS

Presentations of an illuminated address to Mr. J. W. Green, the retiring president, of a clock to Mr. F. W. Patmore, and of a wireless set to Miss Enid Haines, in recognition of their services, were made at the annual meeting of the East Ham branch on November 26.

Mr. J. E. Austin, chief sanitary inspector, was elected president, and Mrs. A. A. Woodman, senior health visitor, and Mr. E. W. Joslin, town clerk, were elected vice-presidents.

It was reported that during the year the branch had contributed £118 to the B. & O. fund, and the president awarded the shield for the highest departmental contribution per member to the borough engineer's department which had contributed 5s. 7d. a head.

TWICKENHAM EXTENDED

At the annual general meeting of the Twickenham branch, now including the staffs of the former Hampton, Hampton Wick, and Teddington Urban Districts, on November 24, Mr. A. T. Wooller, chief assistant of the borough surveyor's department, was elected president for the ensuing year.

Mr. W. H. Jones, deputy town clerk, who had acted as honorary secretary for nine years, tendered his resignation, which was accepted with deep regret. He is succeeded by Mr. E. Till, former secretary to the Hampton branch.

...EY GAINS ITS MAJORITY

...llasey Branch has had its 21st ...day and has issued a "Coming-of-Age" ...port.

From this report we notice that Wallasey is a branch which has created the office of ... representative. This is a very com... able policy and tends, as in Wallasey, ... enhance the public valuation of the work ... local government officers.

Mr. Eric Irving has resigned his editorship of "The Wheel." Mr. Denis Turner has taken Mr. Irving's place, and has fully upheld the standing of the magazine.

STRETFORD

The annual meeti... the Trafford Public Hall, where ...embers were present. The Presi... took place in th... C. Trewavas, presided and in his ...but 85 m... remarks referred to the work of the ...t. Mr. ...s 12 months. After the election of ...ing ... the members spent a social evening ...ether.

COLNE

Fifty-five members attended the annual meeting and dinner of the Colne and District Branch on November 23. A hearty vote of thanks was given to the officers for the past year.

Holland C.C.—The Divisional Secretary attended a general meeting of the branch on November 25. Major W. A. Rogerson, County Surveyor, presided. Discussing the new Superannuation Act, Mr. Davis expressed regret that the County Council had not yet adopted a Superannuation Scheme but was glad that a scheme would probably be adopted at an early date.

Chesterfield Rural Branch.—The annual meeting was held on November 26, and was followed by an enjoyable informal Supper.

Matlock.—At the general meeting at the town hall there was an excellent attendance of members. It was decided that the question of salaries should be considered at a future meeting.

LONG EATON JOINT COMMITTEE

The annual report of the executive committee revealed a membership of 34, representing 85 per cent of the council's administrative and clerical staff. It was reported that at the request of the branch, the council had set up a joint salaries and service conditions committee, consisting of four representatives each of the finance committee and of the branch.

At the beginning of the meeting, over which Mr. A. M. Walker, assistant surveyor, presided, the members stood in silent tribute to the late Mr. Eric Makins, a member of the branch, who had been killed in a road accident.

Mr. W. Bowles was elected president, and Mr. P. J. Barsby, hon. secretary.

Newark.—Mr. A. B. Day, N.E.C., attended a general meeting of members on November 30, and gave an address on the work of the Association. There was a large number of members present and a most interesting discussion.

Nottingham.—At the annual general meeting of the Nottingham branch at the Guildhall it was reported that the membership of the branch had increased to 1,038—a record in its history. Mr. J. E. Richards, Town Clerk, was re-elected President.

Notts C.C.—Further progress in the membership field is recorded in the annual report of the Branch, which states that in pursuance of their policy of providing for out-county members, two meetings of county officers resident in Mansfield have been held ... and 25 new members enrolled. An Area Committee has been formed to arrange soc... activities for these members and an ... secretary appointed.

Leicester.—At the annual ge... of the branch, held at the ... revealed that members' ...esting "stop-watch" competition ... 133 during the ye... been organised at Leicester, which resulted in £40 being raised for the Benevolent and Orphan Fund. Nearly 7,000 tickets were sold.

An inter... has ... branch

An orchestra composed of members played at the branch dinner and dance, at which there were 500 guests.

Lindsey County Branch.—The annual report is an interesting record of varied activity, and the membership is still increasing.

The branch runs a large number of activities, including an Amateur Dramatic Society and a Debating and Literary Society. The following extract from the report records a "social activity" which we think is unique:

> "The angling enthusiasts on the staff have at last had an opportunity to meet each other in open competition. The first annual fishing match was held on September 25, when twenty members assembled at Short Ferry. The match was thoroughly enjoyed by everybody, including the fish, which evaded the hooks but secured ample nourishment from the ground bait. It is hoped to make this excursion an annual event."

Northampton.—The annual report of the Northampton branch showed an increase in membership of over 16 members on the last year, now totalling 420.

An increased number of social functions including a table tennis club had been created to meet the growing activity of the branch.

As a result of various social events last year, a sum of £20 was handed over to the Benevolent and Orphan Fund.

The Deputy General Secretary of N.A.L.G.O., Mr. John Simonds, M.A., visited the branch, and at the close of the Annual General Meeting gave a address on the Local Government Superannuation Act, 1937, and later answered various questions which were raised.

Messrs. R. A. Winfield, and Mr. J. L. Holland were elected President and Vice-President of the branch respectively.

Burton-on-Trent.—The annual meet... of the branch was held on December 9. ... annual report stated that many m... had been dealt with by the executi... mittee, and that there had been a su... increase in membership.

Coventry.—It was recorded in ... report that thirteen meetings of th... committee had been held during ... that measures had been tak... members. Membership had ... to 692—the largest membe... of the branch. Another ...al report of the Cou... amount contributed to ... presented to the ann... Orphan Fund. ...n December 10, shows ...

Salop.—The annu... branch, which was ...hat good support has also b... general meeting o... Association's ancillaries. A fur... social and recr... membership from 289 to 31... organised and t...d.

given to the A... during the year a three-piece solid... increase i... fee set, to which over 200 memb... recorded ...ribed, was presented to the late Pre... D... Mr. W. H. Pendlebury, Secretary for F... cof... tion, as a mark of appreciation of his ... so... assistance, and advice during his offic... President for eight years.

Smethwick.—Mr. E. L. Twycross, dep... Town Clerk, presided over the annual meet... on November 30. The annual report recor... that the executive committee was ... negotiating with the Council with regard ... salaries, and that much useful work had b... done on behalf of the members.

Wednesbury.—The annual meeting ... held on November 25. Increased members... and some improvements in salary scales w... had been secured during the year were repo...

Stourbridge.—The second annual gen... meeting of the Stourbridge branch was h... on November 25 at which about 60 memb... were present.

Mr. Arthur Kent was elected as Presid... for the coming year, and Messrs. Geoffr... Ince and F. Woodward as Vice-Presidents.

The Executive Committees' report show... that during the year the membership of t... branch was now 64 and the Benevolent a... Orphan Fund had increased considerab... The report also referred to the presentati... of a president's Badge to the branch, the g... of the Town Clerk, Mr. Geoffrey Ince.

Cambridgehsire.—The annual gene... meeting of the Cambridgeshire branch w... held at the Shire Hall, when the Preside... of the branch, Lt.-Col. C. R. Bennett was ... the Chair.

The branch membership during the pa... five years had increased almost 40 per ce... The Eastern District B. and O. Fund (No... wich) Cup had been won by the branch f... the third time, and increased interest ha... been shown in the Education and sporti... activities of the branch. A revision in t... salary scales, after lengthy negotiations, ha... been obtained during the year.

The proceedings closed with the inducti... of Dr. R. French, as President for the ensui... year.

BRANCH FUNCTIONS

RECORD MEETING AT NORFOLK
Discussion on Whiteyism

The annual general meeting of the Norfolk ounty branch was held at Norwich, where here was a record attendance. The President, r. T. Ruddock-West, was in the chair. A report as submitted by the executive committee hich showed a great increase in membership during the year and steady progress in all ctivities. Considerable discussion ensued over motion regarding the salaries of officers ho had been on the maximum of their espective salary grades for a long time. The xecutive committee was instructed to give onsideration to the whole question of salaries nd to take action where necessary.

The feature of the meeting was an address y the Organising Secretary, Mr. Swinden, t the termination of which a full discussion ssued regarding Whitleyism.

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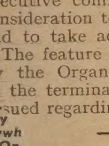
he Isle of Ely branch annual general , the chair was taken by Mr. R. F. G. who was elected President for the



h membership has increased from ring the year, largely due to trants to the service.

Saffron Walden

At the annual general meeting of the Saffron Walden Branch, Mr. W. J. Finch, the chairman, reported that the branch had been extended to include the Bishop's Stortford and Dunmow areas, increasing its membership to approximately 80.

For the ensuing year Mr. C. W. Nelson was elected chairman, Mr. C. W. Parsons as hon. secretary and Mr. A. A. Copping as hon. treasurer.

Canterbury and District

The ninth annual meeting of the branch was held at the Guildhall.

Mr. L. J. Williams was elected president for the ensuing year, and a special vote of thanks was passed to Mr. G. W. Marks, immediate past-president.

The report of the branch executive committee was presented by Mr. J. S. Tremelett, the secretary, and in the report a special appeal was made for 100 per cent membership of the Benevolent and Orphan Fund.

Hastings

Substantial progress was reported at the annual meeting of the Hastings branch, held at the White Rock Pavilion on November 22. The president, Mr. H. J. Brown, was in the chair.

The executive committee reported that in the year ended October 31, membership of the branch had increased by 39 to 257, and there was a surplus of nearly £75 os. od. Contributions to the Benevolent and Orphan Fund had increased from £76 in 1936 to £93.

Dr. G. R. Bruce was elected the new President.

Monmouth County

More than 100 members attended the annual general meeting of the Monmouthshire County Officers' Branch, held at Newport on December 10.

The president, Mr. D. B. Morgan, B.Sc., Director of Education, who presided, outlined the progress made during the year and emphasised the need for greater support for the B. & O. Fund.

Mr. V. Lawrence, Clerk of the Council, who was elected president for 1937, exhorted the members to do their utmost to secure 100 per cent membership, formed of county midwives appointed under the recent Midwives Act.

Penarth.—The annual report states that the first year as a branch had been most successful, and the Joint Staff Committee had held one meeting, which resulted in improved holiday and sick pay scales.

DRAMATICS AT CROYDON
Talent Discovered in the Branch

THE Croydon Branch launched its first amateur dramatic production, a play by Noel Coward, "I'll Leave it to You." Its success surpassed all expectations. Dramatic talent within the branch had been hitherto quite unexploited until this play was staged, under the producership of Mr. H. G. Giles. Of the whole company it would be hard to say who was the best, but certainly none showed any serious fault.

Among those present were the Mayor of Croydon and Mr. J. H. McCall, Borough Treasurer and President of the branch.

BOMBS AT BILLERICAY ?
Inadequate Accommodation

Comments on the condition of the Billericay Urban District Council Offices were made at the annual dinner and dance of the Billericay branch recently.

Dr. Wells, president of the branch, following some reference to air raid precautions, remarked that they would like to see an aeroplane drop a bomb on their council offices.

It was mentioned that the council now met in what was once a schoolroom and held committee meetings in a room that used to be a bedroom.

"NALGOTINEYS" AT BOGNOR

After the annual general meeting of the Bognor Regis branch on November 30, nearly 100 members and friends, with several members of the council, were entertained by the branch's own concert party, "The Nalgotineys," in a programme devised, written, and produced by Mr. E. S. Saywell, the Vice-President. Games and dancing rounded off the evening.

This month the branch will have its sixth annual dinner and dance, and on February 28, in conjunction with the West Sussex County Officers' Guild, it will hold a "West Sussex N.A.L.G.O. Charity Ball" at the Pavilion Gardens, Bognor Regis, in aid of the Benevolent and Orphan Fund. It is hoped that all neighbouring branches will support this entertainment, for which the dance band of the R.M.S. Queen Mary has been engaged.

COUNCILLOR AND OFFICER

One hundred and forty members attended the first annual dinner and dance organised by the Hastings branch at the Queen's Hotel.

The Mayor, Councillor E. M. Ford, expressed on behalf of the corporation their deep appreciation of the work of the local administrative staff. Mr. D. R. Phillips, Chairman of the branch, proposing the toast of the Hastings Corporation said that he was glad to see a revival in the old custom of employer and employee gathering round the same festive board.

Dancing followed the speeches.

BRIGHTON DRIVE FOR B. & O. FUND

Brighton branch (more than 350 members and their friends) attended a Whist Drive organised by Miss M. H. Wellbrock, a member of the Committee, on behalf of the Benevolent and Orphan Fund. A sum of £14 14s. was raised for the fund and Miss Welbrock has undertaken to organise a similar drive next month.

A Christmas draw, restricted to members, promises to provide about £10 for the fund.

Merionethshire.—The first annual dinner of the branch was held at Dolgelley, when over 70 officers from all parts of the county attended. There were also present several members from the Denbighshire Branch.

The guest of the evening was Mr. O. P. Hughes, of the Civil Service, who stressed the need for unity and co-operation in the local government service. He appreciated the opportunity of being present at the christening of "Meirion Nalgo," and would take a keen interest in its upbringing.

Mr. W. J. Rowlands explained that the Association was particularly interested in the welfare and future of the younger generation, and drew their attention to the educational facilities of the Association.

During the evening a presentation of two text books was made to Miss Eleanor Owen, of the Medical Department, for making the best progress at the evening classes during the past year.

Flint County.—An "autumn cruise" dance with "naval officers" in white dress uniform, in a hall divided into, midships, crowsnest, and fo'c's'le, was organised by the staff of the Surveyor's department. Some 280 dancers went on the "cruise," and competitions and over 100 prizes were distributed.

Long Eaton Ball.—Mr. W. E. Stanley, Town Clerk, was M.C. at the fourth annual ball of the Long Eaton branch, on November 12. The guests, totalling more than 100, included the Chairman, Vice-Chairman, members of the Council, and their ladies.

Leicester.—The annual dinner and dance, held at the De Montfort Hall, was a great success, there being a record attendance of members and friends.

Malvern.—The Malvern branch held its annual dinner at the Winter Gardens on December 10.

Neath Rural.—The annual dinner was held at the Cumbrian Hotel, Neath. Proposing the toast of N.A.L.G.O., Mr. Morgan Morgan, J.P., said that the Council preferred all complaints to go through that body because it was in the common interest that this should be done.

Nottingham.—The annual dinner of the Nottingham branch coincided with very inclement weather, but notwithstanding this there was an excellent attendance. Mr. J. E. Richards, Town Clerk of Nottingham, presided. The Lord Mayor of Nottingham, Councillor W. Hooley, voiced appreciation of the services of the staff, and proposed the toast of "N.A.L.G.O." Mr. H. S. Sherwin responded.

Pontypool.—The first annual dinner of the branch was held on December 4. Alderman Arthur Jenkins, M.P., said that the demand for first-rate Local Government Officers should be accompanied by first-rate conditions, and N.A.L.G.O. was helping greatly to that end.

Stoke-on-Trent.—At the fifteenth annual dinner held at Stoke-on-Trent in the town hall on November 26, Alderman L. Timmis, referring to the proposed formation of a Whitley Council for the area, said he thought that the officers ought to have their wages discussed and conditions dealt with through a joint council. Responding to the toast, Mr. Armitage referred to the success of Whitley Councils in other parts of the country, and thanked the Lord Mayor for his remarks.

Sutton-in-Ashfield.—The members of this recently formed Branch had a most successful cricket season, and to celebrate it, held a dinner on November 12, when the chairman of the Urban District Council, Councillor N. O. Todd, J.P., presided over a gathering of about 90 members, friends, and guests.

Neath.—A dance in aid of the B. and O. Fund will be held on February 10.

Staffordshire County Council.—A beano, arranged by members of the County Treasurer's Department, was held on November 24, as a result of which £2 2s. was handed over to the B. and O. Fund. The programme consisted of games, competitions, and dancing, and although the attendance was affected by fog, a very enjoyable evening was spent.

Worcester.—A most enjoyable and successful concert was held jointly by the Worcester County and City Branches on December 8 in aid of the Fund. Thanks are especially due to Miss Burbridge and Miss Smith, who made the arrangements, and to Mr. W. V. Roe.

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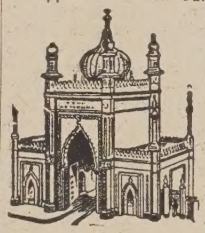

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